

MINUTES

Status of Minorities Council (SOMC)

Monday, February 6, 2006

Arnold House 321

In attendance: Mari Castaneda Paredes, Anne L. Moore, Tosin Fagade, Andy Effrat, Mike Gargano, Ingrid Holm, Lee Edwards, Nilanjana (Buju) Dasgupta, Joan Roche, Ron Welburn

Excused: Gianpaolo Baiocchi, Stephanie Luce, Ernie May

Topic	Action
<p>Bylaws The group reviewed the Bylaws for the Status of Minorities Council (Attached) section 5-12-1</p> <p>The group reviewed the membership for the SOMC 5-12-2</p>	<p>Voted unanimously to keep 5-12-1 with no changes</p> <p>Voted to eliminate the “director of Human Relations serving ex officio” Unanimous</p> <p>Lee Edwards moved</p> <p>Joan Roche seconded</p>
<p>Update to all on the activities of the SOMC to date this year including the work of the three subcommittees:</p> <ul style="list-style-type: none"> ▪ Monitoring Subcommittee ▪ Research Subcommittee ▪ Advocacy Liaison Subcommittee 	<p>No action</p>
<p>Follow up on the Monitoring Subcommittee. Gianpaolo and Stephanie were unable to attend this or the December meeting to give a report. The questions that they had forwarded to the Faculty Senate and Ernie May’s response were reviewed. (attached).</p>	
<p>Esther Terry was unable to attend today and Andy Effrat reported from their office in response to the questions: “Are there official processes that departments are expected to follow in conducting searches?”</p> <p>Yes – guidelines are issued from the Provost’s Office to the deans and they are to direct the search committees using these guidelines.</p> <p>The process includes 3 stages (RIO) and Andy described the process where their office reviewed the searches across campus during each stage:</p> <p>R Requisition Stage – the dean (department chair) requests approval for a search. (J. Cunningham reviews the appropriateness of the request in terms of budget), Andy</p>	

<p>reviews the request in terms of the advertising and recruitment and encourages activities that will reach candidates in terms of color and gender. This includes the presence of minority faculty on the search committee, the advertising plan and the way that the ad emphasizes the importance to diversity to the school, department or university. Andy stated that he recognizes the stretch that this places on the faculty of color and minority gender in each school/department. He stated that his office encourages several ways to make the search committee more diverse including the use of community partners and students who represent the minority and are appropriate for the search. There was discussion of the highly technical nature of some positions, where community members or graduate students would not have the expertise to judge the technical background of the candidates.</p> <p>I Interview stage – Andy reviews the “invite list” if there are no diverse candidates, the school, dept. would need to explain why or reach out and expand the search.</p> <p>O Offer stage -- They encourage offers to appropriate minority candidates.</p> <p>Buju stressed the burden that it places on minority faculty who are asked to serve on labor intensive searches. She suggested that members of the Diversity Committee would have a commitment to diversity and could serve on search committees to help balance the workload. Andy indicated that it would provide a perspective, but his office would still encourage the presence of minority interviewers and search committee members.</p> <p>These Guidelines are given to the Deans for the Search Committee. They are about to be revised and Andy indicated that it would not be a problem to make them public (once the Provost reviews them).</p> <p>Future Andy will be conducting interviews with faculty who declined offers to see why they didn’t choose UMass. He will ask questions to determine what factors influenced their decision. He plans to interview first choices (minority and majority candidates) who declined UMass offers.</p>	
Meeting adjourned at 1PM	
Next meeting – Monday, March 6, 2006 1-2 PM 321 Arnold House	