Status of Diversity Council of the Faculty Senate
Meeting Date: March 3, 2014
Time: 12:00 – 1:30 PM
Location: Campus Center Room 903

Minutes

Attendance: Mzamo Mangaliso (co-chair), Ernie Washington (co-chair), Mari Castañeda, Doris Clemmons, Marie-Christine Polizzi, Alberto Ameal-Perez, Ingrid Holm, Merav Kaufman (SGA), Ritika Bhakri (SGA), Annemarie Seifert, Sarah Hutton, Joel Martin, Ernie May, Amilcar Shabazz, Laura Lovett, Stefanie Robles

Apologies: Jeung Choi, Willie Hill, Barbara Krauthamer

Co-Chair Mzamo called meeting to order at 12:00 PM.

The minutes of the meeting of February 3rd, 2014 were reviewed. A motion to accept the minutes was seconded and approved with the addition that SRTI has been used for over a decade.

Reports by Ernie Washington

• The negotiations with the Union are either about to begin or have just begun. A reminder that there is a Memo sent out by the Provost August 1st, 2013. Laura Lovett added that she was working with CFTD to develop a toolkit for faculty, peer, and grad student assessment and will pioneer that this year.

Item 3B

• Pilot the Diversity Scorecard in the Teacher Education Dept. of Ed. There is a call for help in implementing the pilot.

Item 4A- CHIP

• Joel Martin discussed the CHIP program as a recruiting method for hiring faculty. Laura, Mari, and Mzamo are members of the committee. If someone applies for a position through the normal processes, and is found not to be exactly qualified for that position, but UMass wants this person, then the CHIP is a transparent (legal) process to let them know when there is a position open that they are qualified for. Mechanics of the process: job ad in the Chronicle with three criteria of: 1. Research excellence; 2. Enable improvement of graduate/undergraduate learning; and 3. Possess a promise of advancing inclusion and diversity. (A Job Ad handout was distributed). Applicant must apply to CHIP to be
considered for this. A CHIP search committee will vet out the CHIP applicant, the Provost will approve/reject the applicant, then the applicant will be in the general hiring pool for that position. Resources to create the position will be determined pre- and post-CHIP appointment; the department will have to be prepared to use their own resources, with possible bridge finding from Dean or Provost. Unknown number, but no cap, for number of CHIP appointments.

Item 4B- JTFSO

- Phase 2 of the Strategic Plan. Decision was to mainstream the planning for diversity within the overall strategic process. JTSFO had not asked SODC, SOWC, CDAC to come together for planning process. Amilcar was about to complete a report on where things stood with the state of diversity in different areas. Areas include: Defining the distinctive character of a UMass education; developing a unified strategy for student success (e.g., 4-Year Undergraduate graduation rates). Marie-Christine noted that the reason there was a gap in the 4-Year graduation rates might be because the economically diverse students are also working jobs outside of campus.
- Laura inquired if there was a financial allocation report available. Amilcar replied that there was none available yet, but there was a budget allocation model being looked at to examine departments that are revenue generating. Ernie May asks to explain the diversity scholarship. In response to Ernie May’s question about diversity scholarships, Amilcar stated that according to the courts, racially discriminatory scholarships could not be given with State money, but there was a strategy to raise the money from private domains to go towards closing the financial aid gap. Arguments based on socio-economic income diversity can be used for allocation, but race/ethnicity diversity-based arguments cannot. The Honors College is using a scholarship based on First Generation students. Marie-Christine stated that it was a myth that high academic students of color are choosing to go to a place like BU versus UMass, despite financial aid. We need to take into account retention and the culture climate of UMass, and how students are feeling like they’re being pushed out, and then end up leaving UMass because of the climate, not financial aid.

5. Other

- An SGA Motion was circulated, sponsored by Preston Davis and Senator Odam, that Compared the University of Kentucky (where Chancellor Swamy was before he came to UMass) Diversity Model to UMass. The motion endorses the remodeling of the UMass Amherst Strategic Plan to model that of UK, including a separate section for diversity and underrepresentation, and calls for a 5% increase in ethnic and socioeconomic representation with particular attention paid to the residents of MA within the next 3-5 years.
- Marie-Christine asked SGA representative about the avenues open for the motion to go forward. The meeting was informed that the motion would go to Vice Chancellor Enku Gelaye, who would then determine if it should go to the Chancellor. Ernie May advised that
to continue, the motion would have to go through the most relevant Faculty Senate Council, suggesting that the SODC would be the most appropriate Council for this. He also recommended that the motion flesh out UK’s Diversity Plan to look at the aspect that are more relevant to UMass. Amilcar pointed out some of the differences between Kentucky, which for a long time practiced open segregation, versus UMass, which admitted its first African American students in the 1800s. Amilcar also said that increasing ALANA students by 5 percent in the next 3-5 years was a doable goal, but suggested that the motion should not restrict these numbers to residents of MA only. Marie-Christine reminded the meeting about the cultural climate in terms of transfer-student recruitment and retention.

- Motion for SODC to conceptually work on the proposal and put it in the final form so that it is specific is seconded and unanimously approved. The SGA Representatives requested the members to give any suggestions to improve the motion. Among those given were demographics presentation before bringing the motion; and the percentage numbers are important to keep in mind.

**Announcements**

- The first University Club Gathering is being planned for Thursday March 13th from 4-6 PM. This will be an open social gathering for diverse populations and their allies.
- The Mandela Celebration will be held on April 4th 2014 in Bowker Auditorium

A motion to adjourn was approved, and the meeting adjourned at 1:30 PM.

Respectfully submitted,

Stefanie Robles