

UCIC Meeting – Friday, Sept. 13
Minutes

Present: Keith Osajima, John Walsh, Paige Mann, Jennifer Tilton, Monique Stennis, Iyan Sandri,
Dalyn Montgomery, Chris Barnes, Belinda Sandoval Zazueta, Marco Schinedlemann
Invited guests: Kendrick Brown, Tom Horan, Andrew Wall, Jason Gallo, Michelle Rogers
Potential new UCIC members: Nora Pulskamp, Martin Hoecker-Martinez

1. Welcome
2. Discussion on Faculty Diversity Hiring and Support (1-2)
 - a. Deans Brown, Horan, and Wall gave updates on the various initiatives in their units with respect to faculty diversity hiring. Highlights include:
 - i. College of Arts and Sciences has 10 search for full-time people this year. Dean Brown is having all search post ads on the National Registry of Diverse and Strategic Faculty, and all searches will be conducted online via Academic Jobs Online. Job ads should also include statements about the importance of diversity. Search committee chairs are to submit a recruitment report before distance interviews that will discuss how and where outreach to candidates took place. Committees are encouraged to use scoring rubrics to make evaluations more consistent and fair.
 - ii. Dean Wall reported on great success in the diversification of the School of Education faculty in the last 5 years (we'll try to get his report on numbers and changes over time if it's available). A key to his success is in the crafting of position request to ensure that issues related to diversity and inclusion are built into the design of the position. This attracts a more diverse pool.
 - iii. Dean Horan said that he has not yet made a full-time faculty hire, but will have two searches this year. Believes that the SB emphasis on purposeful leadership will help to attract candidates from diverse backgrounds.
 - b. Good questions and discussion followed the presentation. Points included:
 - i. Question about how one assesses and considers experience working with cultural diverse population is done in searches.
 - ii. Question of how the lessons learned from faculty searches can be implemented across the University.
 - iii. Dean Brown said that training on implicit bias for search committees is something that would be helpful and perhaps the UCIC can help with those this year. This might be something the SDIO can take on in the future
3. Search for Senior Diversity and Inclusion Officer
 - a. Michelle Rogers, chair of the search committee updated us on the search, focusing on how it was conducted with care to ensure that issues of diversity and inclusion

were up front and put into practice. Lots of steps were taken to educate and train members who had never been on a search committee. The process was transformational for participants, which was an unintended but great outcome. Five candidates will visit campus, and UCIC will have a meeting with each of them.

4. Membership and potential members (2:20-2:40)
 - a. Talked briefly about the Membership Guidelines that were produced and approved last February. It will serve as a general guide and set of goals for what we'd like. It prompted a conversation of where we need representation (hourly staff and facilities) and also briefly talked about what to do about members who have difficulty attending meetings.
 - b. Nora Pulskamp and Martin Hoecker-Martinez were given an opportunity to ask questions as they consider joining us. They expressed verbal interest and will submit a letter of interest to apply to be a part of the group.
5. Other business and Planning for next month
 - a. Group was reminder that Monique sent out an email updating UCIC of activities coming out of CDI under her interim leadership.
 - b. It was decided that next month's meeting will be work related and that we could focus on topics such as:
 - i. Follow-up discussion on what we learned from the deans on faculty hiring, what else we'd like to consider in relation to their presentations, and how we can extend this conversation to University-wide hiring.
 - ii. Follow-up on SDIO search
 - iii. Discuss ways to improve the incorporation of students and hourly staff into UCIC.
 - c. I've invited Nora Pulskamp (Director of Native Student Programs, and Martin Hoecker-Martinez (Physics) to attend the meeting as possible new members. I'd like to briefly talk about the guideline for membership that was developed in the Spring to clarify the process to adding new members (see attached).