

UCIC Meeting

Friday, July 10, 2020 – 1-2:30 pm

Minutes

Present: Marco Schindelmann; Denise Spencer; Dalyn Montgomery; Jennifer Tilton; John Walsh; Martin Hoecker-Martinez; Paige Mann; Iyan Barrera-Sandri; Nora Pulskamp; Peter Tupou; Devan Steele; Keith Osajima. Guests: Ralph Kuncl, Christopher Jones

1. Conversation with President Kuncl - We had a wide-ranging conversation that went for an hour and fifteen minutes. In lieu of a detailed summary, here are some takeaways for me (to which others are invited to add)
 - a. His leadership approach is more decentralized, with his role to put good people into place, who can then carry out their jobs. He wants others to take on the job that fall outside of his scope of responsibilities at the University.
 - b. He has transformed his Cabinet in his 8 years. From a Cabinet with 8 white men when he arrived, to one with 5 people of color and 8 women (out of 12). This reflects his commitment to diversity hiring.
 - c. Similarly, the University student population has become increasingly diverse in his time here.
 - d. He is like a “Midwesterner” seeing his job as mainly doing the work, and not being a big attention seeker. So people don’t always know what he’s done. This reminded me of a general observation that many have made about the University of Redlands, over the years. We do a lot of good work, but we’re not very good at self-promotion, getting the word out. So this may be an area we have to work on (see later).
 - e. His advice to our group, students and others is to “invite yourself to the party.” By that he means, if you want to reach a group, like the Board of Trustees, then you can invite yourself to a meeting (while we were talking, the President wrote to the Board Chair, Lee Launer, and encouraged them to invite a small group from the UCIC to the October meeting. So we’re on and will need to prepare.) Along similar lines, if we want more contact, we can invite him to more meetings, which may be good. He also said that he goes to meetings/events with students when invited, and he regularly mentors a group of students through the year. So maybe we can think of students who might benefit from that and get them invites to the party. Left thinking that he may be more accessible than I thought.
 - f. He challenged the UCIC to get word of our work out more publicly so people know what we have done and are doing. We have written annual briefs about our work, but this can be more effective. Christopher and Ralph offered their editing skills to this project.
 - g. He thinks that putting a diversity advocate on faculty search committees (something he did in a previous institution) is an effective way to diversify and encouraged UCIC to make this a practice with Deans. Here, our invisibility was evident, as one of the areas we have done considerable and effective work is in changing faculty hiring practices (including diversity criteria to faculty position

requests, doing implicit bias training, working with Deans Wall and Brown to change advertising and candidate assessment practices.)

2. Other Business

- a. Inclusive Community and Justice fund (Christopher Jones) – There is an August 3 deadline to submit proposals for the Inclusion and Justice fund. Christopher would like some members of UCIC to be on a proposal review committee to help decide who/what gets funded. If others would like to participate, please contact Christopher. This is another way for UCIC to be visible so we should definitely participate (and in fact agreed to do so). I can be in contact with Christopher if more UCIC members are needed. Would be good to have at least three UCIC people on board.
- b. This was actually the first meeting of the 2020-21 academic year. As we head into August and September, it would be good to think about membership. There are a number of people on the list who have not responded to meeting invites. I propose that those inactive members be removed (I'll generate a list). We can use some students. Sabrina James may return (I'll contact her). I can also ask Sabrina Nunn ASUR President if there is someone who might be interested. School of Business and Education students can be recruited. It would be good to have someone from Athletics, and a staff member. A School of Business person (faculty staff or administrator) would be good.

Next meeting – Friday, August 14 – 1-2:30