

Senate Diversity Committee Meeting

Minutes of February 24, 2015

Senate Office

1:00-2:30 pm

**In attendance:** Sandra Bushmich, Elizabeth Conklin (ODE), Manisha Desai, Maria-Luz Fernandez (Chair), Diane Lillo-Martin, Cathleen Love, Huong Nguyen (graduate student representative), Margo Machida, Pamela Schipani, Susana Ulloa.

1. This meeting was focused on the up-coming presentation to the Senate on March 2<sup>nd</sup> regarding proposed plans for the retention of under-represented faculty and staff. Maria Luz shared with the committee information on what other Universities were doing in this regard. Some universities have a visible link to diversity in their web site, which makes easier to find out about their strategies and targeted activities for the recruitment and retention of under-represented students, faculty and staff.
2. Many ideas were put forward on what should be discussed in the Senate presentation for March 2<sup>nd</sup>. Some of the discussions went back to the idea of having a centralized diversity office reporting directly to the Provost. Elizabeth Conklin indicated that ODE reports directly to the President and focuses more on compliance issues and in gathering of data than in developing strategies focused on recruitment/retention.
3. There was also a discussion on accountability, which is important. How can we determine if a proposed plan/idea really worked? We know that through the years many ideas have been discussed in different Committees and possibly some of them have been implemented. It is important to have some sort of evaluation to determine if these strategies worked for that period of time.
4. The Committee discussed again the numbers of under-represented faculty and staff and how they have not changed through the years in spite of the efforts made by the Provost office and the Search Committees. The major reason why this is happening is the consistent numbers of under-represented minorities who leave UConn each year. This situation can be compared to a leaking pipeline; reinforcing once more that retention is a central issue.
5. At the end there was a consensus that 3 central strategies should be presented to the Senate. These strategies should encompass the vision of the Senate Diversity Committee on how to increase retention of under-represented faculty/staff.
6. A follow up on the presentation of the Senate will be discussed before our next meeting
7. The meeting was adjourned at 2:30 pm

Respectfully submitted

Maria Luz Fernandez, PhD  
Chair, Senate Diversity Committee