Senate Diversity Committee Meeting Minutes
February 2, 2016

In Attendance: Elizabeth Conklin; Manisha Desai; Alice Fairfield; Katrina Higgins; Patricia Jepson; Diana Lillo-Martin; Gene Saloria; Bob Stephens; Susana Ulloa; John Zack

By Law Changes:

Manisha updated the committee that the by-law changes would be introduced at the March meeting of the Senate to include the language that the Scholastic Committee just changed. Gene raised an issue around language of unlawful discrimination so Elizabeth will provide language to address that and Zack will incorporate it in our recommended changes.

CDO Search Update:

Elizabeth and Diane, our representative on the committee, updated us on the search for the CDO. Currently there are 3 finalists who will be invited to campus but its not clear whether all three will come. Each candidate has a half hour meeting with our committee. The times for which were sent to us earlier. Amanda will be in touch with location.

Each candidate will also make a presentation at a Town Hall which will be open to the community. Their CVs will be made available once they have been contacted and their campus visit finalized.

We encourage all members of the committee to attend the Town Hall meetings and their meeting with our committee.

CDO Meeting Questions and Process:

We agreed that given the time constraints it would be advisable to have at most three questions that we agree upon ahead of time and also focus on questions related specifically to our committee as we can ask more general questions at the Town Hall presentation.

We also decided to assign a person to ask each of the questions. Given that we are a faculty, staff, and student committee we agreed that we have a questioner from each of the three groups and although we did not discuss this, for greater participation I recommend that we have a different set of three questioners for each candidate though our undergrad student rep was just approved by the Senate so she may want to defer to our grad rep. Haddiyyah please let me know.

So for the first candidate: Bob Stephens (faculty) , Chriss (students), and Alice (staff); Please volunteer for the other two candidates otherwise I'm happy to assign. Unfortunately, I wont be able to attend the first two candidates but will be back on campus for the third candidate (though from the two members of the search committee it seemed uncertain whether we

would have two or three) and will be happy to ask the faculty question.

Thanks to Cathy Love for sending her questions, which got us started. Following discussion we agreed to the following three questions. We might have to fine tune them a bit so feel free to send me language.

(1) The first question would ask the candidate their impression of UConn's diversity based on their visit, give them a sense of the place of our committee in the governance structure, and ask them how they see themselves interacting with our committee to meet the diversity goals and their experience in working with a similar structure/constituencies (faculty member question).

(2) Based on their experience of leading diversity and inclusion efforts at their institutions how would they assess UConn's efforts and what would they bring (staff questioner)?

(3) How do they understand issues of domestic and international diversity and what experience do they have in addressing such issues (student questioner)?

Given that we had a wide ranging discussion, please correct me if I have erred about our agreed upon questions. We also agreed that we should probably give them some time to ask us questions.

Finally, we agreed that we should meet immediately following our meeting with the last candidate so that we can provide our feedback to the search committee as they will be meeting the very next day to make their decision.

While there was some discussion about whether we should have a template for evaluation, we agreed that that might take us in some unchartered territories and it might be best to provide our feedback as a narrative.

The meeting adjourned around 4:15 pm.