

Senate Diversity Committee Meeting

Minutes of October 17, 2013

Dodd Center Room 162

10:00 AM- 11:30 A.M.

In attendance: Tracie Borden, Karen Bresciano, Rosa Elena Chinchilla, Maureen Croteau, Alice Fairfield, Maria Luz Fernandez (Chair), Margo Machida, Eugene Salorio, Pamela Schipan, Bill Stwalley, Dana Wilder (Associate Vice-Provost, Diversity).

1. This meeting was used for a general discussion on concerns related to lack of retention of under-represented faculty at UConn. In addition, time was spent discussing the proposed questions for the Provost regarding diversity issues and policies for our next meeting on November 14.
2. Rosa Chinchilla addressed the issue of lack of retention of Latino faculty. Among the things that UConn lacks that might help in this effort are an institutionalized mentoring program and required exit interviews. A discussion followed that resources need to be attached to these initiatives and that the Senate Diversity Committee should take a look at what other institutions are doing to decrease numbers of faculty who are leaving Universities.
3. Regarding recruiting, Dana Wilder discussed with the committee meetings that have occurred with ODE, HR and the Office of the Vice-Provost for Diversity in a collaborative effort to enhance recruitment of under-represented minorities. The problems related with “unqualified pools”, and best efforts to diversify the pool and to do the hiring were also addressed.
4. A discussion followed regarding the questions that we would like to ask the Provost. The committee thought that the same three questions that are being asked by the Diversity Strategic Planning Committee should be asked to the Provost: 1) how does the Provost office define diversity? 2) What are UConn’s biggest challenges to improve diversity and 3) what are UConn’s biggest strengths to improve diversity? Other important questions that were brought up were the issue of retention and what can be done to improve it; the concerns related to the incorporation of diversity goals into the hiring plan; spousal hires and expectations of diversity plans at the department level.
5. Our next meeting will be on November 14
6. The meeting was adjourned at 11:05 am

Respectfully submitted

Maria Luz Fernandez, PhD
Chair, Senate Diversity Committee