

Senate Diversity Committee Meeting

Minutes of February 6, 2014

Dodd Center Room 162

10:00 AM-11:30 AM

In attendance: Tracie Bordeau, Karen Bresciano, Elizabeth Conklin (ODE), Maria Luz Fernandez (Chair), Matthew Hughey, Maria Martinez, Bill Stwalley

1. The minutes of the December 12 meeting were approved
2. Elizabeth Conklin distributed to committee members a document with the Overview and Statistical Highlights for the 2013 Affirmative Action Plan. This plan describes the University's strategies to combat discrimination, to put forward "a good faith effort" and to attain hiring goals by achieving equal employment opportunity. The document compiled by ODE addresses faculty gender and race/ethnicity distribution among departments and administrators; gender and race/ethnicity distribution of the most recent search pools as well as offers being made and accepted. This comprehensive document has been distributed to all Colleges and to members of the *Diversity Strategic Planning Committee*. It was emphasized that all this information is available at both ODE's and the Vice Provost for Diversity's web site for anybody at the University to review. Elizabeth also mentioned that her office is currently preparing a document with race and gender distribution among UConn staff members.
3. There was discussion about what is the role of the Senate Diversity Committee other than an organism that advocates diversity as part of UConn's global plan. It was mentioned that the Senate Diversity Committee is one of the newest Committees that was created on November 10, 2008 (about 5 years ago) as a result of the recognized importance of promoting diversity at UConn. This effort was head-spearred by Anne Hiskes who was the former Chair of this Committee. Although, the Senate diversity Committee has a key role in promoting diversity hires and retention of diverse faculty and staff, several members felt that we should take a more active role in increasing diversity and supporting the needs of diverse faculty, staff and students.
4. Several plans were proposed and discussed by the committee including inviting speakers who are well known as scholars in diversity issues; organizing workshops with specific themes aimed at faculty retention or leadership training or take an active role in some of the current initiatives led by the Vice-Provost of Diversity, ODE, HR or central administration.
5. It was decided to invite Vice-Provost Sally Reis for our next meeting to discuss retention strategies currently being implemented by the administration or potential ideas coming from the committee to support retention efforts.
6. The meeting was adjourned at 11:20 am

Respectfully submitted

Maria Luz Fernandez, PhD
Chair, Senate Diversity Committee