

## **Faculty Minority Affairs Committee REPORT (March 2012)**

In Attendance: Marguerite Cantú, Anthony Cordova, Maria Steen, Amy Silva-Smith, Kee Warner, Eduardo Portillos, Hillary Smith

February Minutes - correction to include "language barrier" issue on Anthony Cordova's report.

### New Member

Amy Silva-Smith. Beth-El College. She specializes in aging and is the Director of The Palisades Wellness Center and is teaching in the graduate nursing program.

### Budget- Ian Smith

Current budget is at \$6413 with \$750 outstanding plus \$200 to the Rosa Parks/Cesar Chavez Reception for food. Under consideration for the next meeting -where should current fund surplus go?

### Associate Vice Chancellor for Diversity -Kee Warner

Update on the Marques Scholars

Marques Foundation will be bowing out. The Chancellor is supportive of continuing the program internally. The name would change to the Adelina Gomez Scholars.

The Diversity Strategic Plan

The Plan is going forward with the Campus Strategic Plan. It has spread out into other sub goals. The Campus Vision Statement has been impacted.

BIG IDEA Inclusiveness Workshop

Revision 2. - Rolling out BIG IDEA Basic. This will be a one and a half hour workshop. Still working on material and trying to tailor it by audience and looking at the possibility of presenting the workshop to classes.

Diversity Champions

The process has been uneven but the HR section is tightening up. There are plans to have a workshop at the end of the year.

International Students and Support

This is at planning level. There is general agreement that we need an office to help and support international students.

At Home in the World Initiative-

Pushing to have coordination with MOSIAC and moving to make it campus wide. Traveling to Saudi Arabia.

Question-Where are our international students coming from? Split between grad and undergrad. Grad-engineering, mostly. The campus also has a close relationship in Korea. In general- fairly scattered. Over all -will create a more international environment for UCCS students.

2020 goal - 900 international students. Currently there are about 120 on campus.

### Edwardo Portillo, EMAC Report

Salary Reportage Considering the reports handed out-how should FMAC move forward?

See gender differences by gender and by colleges and departments. There are equity issues and compensation issues. Other CU campuses are addressing issues that UCCS is not. It was suggested it is appropriate to meet with the provost for clarity and understanding and to present current methodologies used, but to continue to engage leadership.

#### Tuition Assistance Extension

Was approved with individual campus differences.

#### Op Ed letters.

Talking to campuses. This would be in the Communique. A way of replacing some of the autonomy lost when the Silver and Gold was cut.

Linguistic Diversity Series-April 16<sup>th</sup> Mark Shell, speaker. 12:30 pm – 2, Tivoli room.

#### Diversity Council

Changes in faculty rating system from 4.0 to 5.0.

#### EMAC Ad Hoc Committee for Equity Issues.

Members of other committees will also be members. Other issues of concern-- parental leave (Boulder vs. UCCS).

#### Election for Faculty Council

Selection will be happening soon

#### Long term Budget forecast (Colorado)

Overall it is recovering but the Long term forecast is bleak. Medicaid will squeeze general funds. Budgets for higher education are unlikely to return. Current situation is good for the next three or four years.

Jeff Montez De Oca—Web Page- Jeff was unable to attend

#### LAS Dean's Candidates Visit

Feedback: The Diversity Champion was absent. Two names were sent to the chancellor. FMAC and MOSAIC met with all the candidates.

#### Anthony Cordova-MOSIAC Report

End of the Year Graduating Minority Students Reception

Saturday, May 12, in the Upper lodge, 5 pm. Eddie Portillos and Edgar Cota Torres will again be presenters.

Native American Graduates -kindergarten through graduate school, UC116. Saturday May 19<sup>th</sup> 1-5 pm.

MOSIAC is working on putting together a Native American student organization

#### General

New faculty interviews sign-up sheet passed around.

#### Proposals

Marguerite Cantú --Travel Grant – White Privilege Conference. Voted on and funded at \$250.

Next meeting, April 6th