

Minutes
College of Liberal Arts and Human Sciences
Diversity Committee Meeting
406 Wallace Hall
May 3, 2005

Present: Katherine Allen, Craig Brians, Dick Burian, Jean Elliott, LuAnn Gaskill, Maggie Keeling, Bob Leonard, Marian Mollin, Jerry Niles, Rhonda Owen, Edd Sewell, Ed Wiesband

Welcome and Call to Order – Bob Leonard opened the meeting at 8:30 a.m.

- Update on Associate Dean for Diversity and Diversity Fellow Positions
 - Dean Niles gave a report on the new Associate Dean's position. He stated that the position will be a part-time, 2-year appointment. He chose a 2-year appointment because of flexibility. He stated that the title will be: Associate Dean of Outreach, Faculty Development, and Diversity (or Diversity *Initiatives*). [He was undecided about adding the word *Initiatives* to the title]. The Dean stated that he would like for the new Associate Dean to focus on hiring new faculty members, heading up the mentoring program, and helping the College present itself as a positive and welcoming community.
 - Jean Elliott suggested that the new Associate Dean take over the Women's Leadership Initiative. The Dean agreed that this should be added to the Associate Dean's duties.
 - Marian Mollin and Craig Brians stated that they would like the word *Initiatives* added to the title; other members agreed.
 - Dean Niles also reported on the Diversity Fellow position. He stated that he'll provide a \$2,500 stipend and also support for summer initiatives if needed. He added that hire-behind support will be provided for to the Fellow's department. Dean Niles also noted that the Fellow can chair the Diversity Committee if the Committee desires. The Fellow will be appointed for a 2-year term, or possibly a 1-year term with the option to renew.
 - Dean Niles stated that he would like to have regular meetings with the Associate Dean, the Diversity Fellow, and a subcommittee from the Diversity Committee, so he can stay up-to-date on diversity issues.
- Selection Process for the Associate Dean and Diversity Fellow
 - Dean Niles stated that he would like for someone from the Diversity Committee, the CLAHS Administrators group, and the Faculty Council to help select the Associate Dean. He will leave the selection process of the Diversity Fellow up to the Diversity Committee. Marian Mollin volunteered to serve as the Diversity Committee's representative on the Associate Dean's Search Committee.
 - Dean Niles said that he hopes to advertise the Associate Dean's position (via email) a few days prior to graduation.
 - The Committee decided that the ad for the Diversity Fellow should go out at the same time as the ad for the Associate Dean. Marian Mollin, Craig Brians, Dick Burian, Jean Elliott, and Bob Leonard formed a subcommittee to develop a job description and ad for the Fellow position.

- Composition of Diversity Committee
 - Bob stated that the committee list needs to be updated, and asked Rhonda to send an email to current members asking if they'd like to continue serving during 2005-2006.
 - In the fall, Bob would like to invite all faculty, staff, and graduate students to attend the Committee meetings.
 - It was suggested that we have a reception early in the fall to spark interest in diversity issues. It was also suggested that department heads be asked to appoint a Diversity Committee representative from their departments if volunteers do not come forward.

- Ford Foundation Request for Proposal
 - Katherine Allen read guidelines for the Ford Foundation's RFP. She stated that the Foundation will award 25 grants of up to \$100,000 each to institutions in the U.S. The Foundation will only accept one proposal from each institution. Letters of Inquiry must be limited to three pages and focus on "Difficult Dialog Initiatives". Katherine stated that she, Maggie Keeling, and several faculty members from HD and other CLAHS departments are interested in submitting a collaborative proposal. A letter of inquiry is due May 16, 2005. Should a proposal be requested, following the letter of inquiry, the proposal deadline will be in October.
 - After some discussion, it was determined that our proposed project should center on religion and sexuality (most likely the gay marriage issue), and how to conduct respectful dialog when confronted with this issue.
 - Several suggestions were made of items to include in the letter of inquiry such as: conducting pre- and post-tests of participants, involving various student religious organizations, training faculty members to effectively discuss difficult issues in the classroom, and developing a project that will continue on past the 1-2 year grant period.
 - Katherine Allen and Maggie Keeling volunteered to head up a subcommittee that will develop this letter of inquiry. Several other members agreed to serve on the subcommittee. Katherine stated that she will type up a draft of ideas that have already been generated and email them to the subcommittee. She also scheduled a meeting for Tuesday, May 10 to discuss the letter of inquiry further. Edd Sewell stated that he'll contact Tom Brown, who coordinates various student religious organizations, and inquire about student participation. When the letter of inquiry is completed, Katherine will request the President's approval, and then forward the letter to the Ford Foundation.

No other business was discussed. The meeting was adjourned at 10:05 a.m.

Minutes submitted by:
 Rhonda Owen
 Administrative Assistant, CLAHS