Community and Diversity Committee Minutes

Chairperson: G. Rumay Alexander, EdD, RN, FAAN

Date and Time of Meeting: Oct. 2, 2014 @ 9 a.m.

Location: Stone Center-Hitchcock Room

Attendees:

Nancy Fisher

Domonique Bulls

Bruce Cairns

Tim Ives

Debby Stroman

Geetha Vaidyanathan

Felicia Washington

Libby Chenault

Wei You

Taffye Benson Clayton

Minutes were approved as distributed. The first 30 minutes centered on:

1. What are basic rights of faculty and how clearly are they communicated?
2. Since committees do not have the authority to make change, how might they go about getting change or the suggestion of change on the university’s radar screen?
3. Is there a process in place for obtaining and mining data?

Subsequently discussions included the following topics:

* Climate-Benefit and Attitudes
* Access and support for research money
* Respect of scholarship and pedagogy ( titles, tenure and promotion, faculty retention)
* Limitations and misuse of de-centralization (lack of clarity and transparency)
* Adjunct professor data and needs
* Management of perception-limitation of data sets beforehand should be provided when data is being presented to eliminate suspicion.
* Infrastructure-perhaps our current structures are not serving us well.
* Overlap of committee work and issues- how to be more efficient
* Grievances come about because of lack of clarity
* Is service to the community valued?
* Burden of representation on search committees and the consequences for those who legitimize that committees are diverse.
* Definition of diversity is too narrow and because this is so, diversity on committees is not always acknowledged;
* The need for broader communication around diversity work i.e. The Gazette, memos to the broader campus community, etc.
* Lack of diversity in the ranks of Assistant and Associate Dean

Dr. Benson presented work of the DMA office and structure currently and upcoming activities, reports and plans. The Assessment Plan document should be ready for distribution soon and will reflect years 12-14. There are 3 committees who have been in silent work mode phases which the broader community will hear about soon. It was suggested that the 3 chairs of these committee share their work with this committee in upcoming meetings. Particular attention was given to implicit bias at both personal and organizational levels and how this influences decisions made, diversity in hiring, promotion and student admissions, and the retention of students and faculty of UREMs on campus. Dr. Clayton also shared that the due diligence of her office yielded that he diversity plan goals in place prior to her arrival are in line with peer institutions. This led to the beginnings of a discussion about who we compare our actions to and if our peers’ efforts are minimal shouldn’t UNC be more proactive so that we set the bar for them by raising the bar.

Meeting adjourned.

Respectfully submitted:

G. Rumay Alexander