Faculty Coalition for Inclusiveness and Diversity
Agenda — 3/5/07

1. I asked Kathy Basirico today to contact all the members of FCID by e-mail to determine a best meeting time for the spring term.

2. Date of the FCID sponsored Faculty Social Hour? Location is Milano Lounge and time is 4:00 – 6:00 PM. Try to come if you possibly can.

3. We should take a few minutes at the Social Hour to talk about our goals and to invite others who are interested in being a part of our efforts to join us. What exactly do we want to say?
   - Who we are
   - What our goals are
   - We have monthly meetings
   - Some of our projects
   - An invitation for others to join us
   - E-mail Dave if you are interested. He maintains the membership list
   - Which of us will speak for our group

4. Here’s where we currently stand with our list of projects
   **Faculty recruitment:**
   - Assign one member of FCID to each search to offer help with diversity recruitment
   - Offer to meet with all job candidates during campus interviews to discuss issues related to diversity at Union
   - Explore the potential and practically of doing more targeted advertising to increase the pool of diverse candidates
   **Faculty retention:**
   - Offer a faculty mentor to each new faculty member of color
   - Include a presentation on unique issues faced by faculty of color at New Faculty Orientation each fall
   - Create a mechanism for recognizing the accomplishments of individual faculty of color
   - Create a program for discussing issues of diversity on college campuses
   **Student recruitment:**
   - Work to make admissions materials more attractive to diverse applicants
   - Reevaluate the types of schools and the particular schools we recruit from
   - Add a diversity question to the application
   - Examine our website to see if it is diversity friendly. If not, suggest changes.
   - Examine our financial aid policy with respect to achieving a more diverse student body
   **Student retention:**
   - Offer a student mentor to each new student of color
   - Make first-year orientation more diversity friendly
   - Work to promote greater social diversity
   - Review the degree of diversity in our curriculum and work to make improvements, if needed
5. **Faculty recruitment:** There are 20 searches in A&S alone this year. Therefore, it is likely that most FCID members will need to be willing to act as contact people in next year’s searches. This should not involve a major commitment of time. Exactly what will the contact person be expected to do?

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6. **Faculty recruitment:** How, exactly, do we do more targeted advertising of our job openings so as to increase the pool of diverse applicants?

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