Faculty Coalition for Inclusiveness and Diversity
Agenda — 4/16/07
-- College Center 205 --

1. Next FCID meetings:
   Monday, May 14th, 4:00 – 5:30 PM
   Friday, May 18th, 4:00 – 5:30 PM (Special meeting with Stephen Ainlay and Therese McCarty)
   Monday, June 11th, 4:00 – 5:30 PM

2. The FCID sponsored Faculty Social Hour is Friday, April 27th from 4:00 – 6:00 PM in Milano Lounge. Try to come if you possibly can!
   A. Dave will say a little about who we are, what our goals are and some of our projects. He will also invite everyone who is interested to join us.
   B. Gretchen is in charge of food and drinks
   C. Steve is in charge of music
   D. Invite a colleague!

3. Friday, May 18th from 4:00 – 5:30 PM has been set as the meeting time with Stephen and Therese. Who can make this meeting?

4. Review and modify, if needed, our Mission Statement:
   As a coalition of faculty, we will work together with the shared understanding that inclusiveness, equality, and tolerance of differences are all essential for a productive and respectful learning environment. To achieve this form of community, we actively promote:
   • dialogues across differences
   • greater representation of historically underrepresented groups on campus
   • the development of global citizenship

5. Pick one topic from the list below to start work on.

6. Subjects for future meetings
   A. Prepare for New Faculty Orientation in the fall (perhaps include a presentation on unique issues faced by faculty of color --- it would have to be something of interest to all faculty present)
   B. Suggestions for search committees on how to achieve greater diversity in the applicant pool when hiring faculty
   C. Start a mentoring program for new faculty (Anu’s suggestions)
   D. Start a project to make campus food more culturally diverse (Daniel’s suggestion)
   E. Create a mechanism for recognizing the accomplishments of individual faculty of color
   F. Create a program for discussing issues of diversity on college campuses
   G. Explore the potential and practicality of doing more targeted advertising to increase the pool of diverse candidates. Exactly what more can we do that we aren’t already doing?
   H. Offer to meet with candidates during campus interviews to discuss issues related to diversity at Union
   I. Assign one member of FCID to each faculty search to offer help with diversity recruitment. Exactly what will the contact person be expected to do?
   J. Work to make admissions materials more attractive to diverse applicants
K. Reevaluate the types of schools and the particular schools we recruit from
L. Can we do more to recruit international students?
M. Should Union add a diversity question to its application form?
N. Examine our website to see if it is diversity friendly. If not, suggest changes.
O. Examine Union’s financial aid policy with regard to achieving a more diverse student body
P. Offer a student mentor to each new student of color
Q. Make first-year student orientation more diversity friendly
R. Work to promote greater social diversity
S. Review the degree of diversity in our curriculum and work to make improvements, if needed.