

Spring 2018 meeting of the Campus Faculty, University of Arkansas, Fayetteville

Minutes Spring 2018

Minutes – April 12, 2018 (Tentative)

- I. Call to order – Kathleen Lehman, Chair – 3:30pm
- II. Approval of the Agenda
Approved
- III. Approval of the minutes from the Fall 2017 meeting of the Campus Faculty
Approved
- IV. Program: Inclusion and Diversity Strategic Planning Process: Overview, Update, and Future Directions with guest speaker Vice Provost for Diversity and Inclusion, Yvette Murphy-Erby
 - *Dr. Yvette Murphy-Erby —background in social work + professional practice + personal interest = perfect combo to lead D&I work on our campus*
 - *Review of Core Beliefs*
 - *Transformation & Progress*
 - *Needs to be linked to the organization’s core mission and values*
 - *Total campus engagement*
 - *Tracking the metrics within the context*
 - *Inclusive planning—takes time but creates a better process and engagement in the journey*
 - *Key Definitions—(Damon Williams; Strategic Diversity Leadership, p. 90)*
 - *Diversity: all the ways in which people differ*
 - *Inclusion: belonging and are empowered to participate; full and valued members*
 - *Equity: chance to achieve the same outcome*
 - *Vision: Inclusive Excellence*
 - *Outcome: to be recognized as a diverse and inclusive campus of excellence*
 - *Goals*
 - *D&I funding and research*
 - *Pathways and opportunities for faculty, staff and students*
 - *Link D&I with mission of land grant and flagship institution*
 - *Change unfavorable perceptions about the UA in relation to D&I*
 - *Contribute to creating a culture and climate of D&I across AR*
 - *Engage in intentional and strategic efforts to promote D&I*
 - *Overview of the Strategic Planning Process*
 - *Coordination and strategic communication → need to improve*
 - *Five teams meet monthly led by Sr./Jr. fellows*
 - *Diversity Leaders Team*
 - *Developing Champions Team (faculty and staff) and Diversity Ambassadors (students)*
 - *External Stakeholders—get out people involved in local organizations off campus*
 - *Diversity & Inclusion Institute*
 - *D&I needs to have an infrastructure that insures the efforts are sustained*
 - *Enhances and communicates impact; adds focus and clarity*

- *Ideals Institute*
 - *I = Inclusion*
 - *D = Diversity*
 - *E = Equity*
 - *A = Access*
 - *L = Leadership Development*
 - *S = Strategic Support*
 - *Five Pillars:*
 - *Research*
 - *Education & Training*
 - *Outreach & Engagement*
 - *Strategic Leadership Development*
 - *Inclusion*

 - *Progress to Date*
 - *Diversity Leaders Team—meeting monthly*
 - *Strategic Core Team—meeting monthly, reporting quarterly*
 - *Research—grants and networking*
 - *Strategic Hire Fund—focus on next faculty cohort being the most diverse ever*
 - *Resources and supports*

 - *Forthcoming plans*
 - *April 19th – student diversity Ambassadors meeting 6:30pm in Reynolds Auditorium*
 - *April 27th – faculty and staff Champions Team meeting 12-1pm in Reynolds Auditorium*
 - *Begin the Arkansas Department of Higher Education Approval Process – goal to obtain approval for the institute by Fall 2019*
 - *Initiate the campus-wide D&I unit planning process*
 - *Rollout D&I plans*
 - *Rollout the efforts of the Diversity Leaders*
 - *Implement process to monitor progress*
 - *Explore pipeline and recruitment efforts*
 - *Enhance collaboration*
 - *Explore implicit biases*
 - *Put effort into mentoring and coaching*

 - *How can you help?*
 - *Spread the word on these programs and efforts*
 - *Become a Diversity Champion*
 - *Carry the message of the value of D&I*
 - *Assist in recruiting*
 - *Assume responsibility for personal and unit growth in D&I*
 - *Do your part to create an inclusive and welcoming climate for ALL*
 - *Embed content related to D&I in all you do*
 - *Keep Office of D&I, campus leaders and each other accountable*

 - *Brief Q&A*
- V. *Announcements:*

- *Reminder of Faculty reception immediately following this meeting at the Hembree Alumni House*
- *Reminder to vote in the Campus Faculty elections – look for the email from April 2nd with the subject “Campus Faculty Elections Ballot” and voting is open through April 13th.*

VI. Adjourn

Meeting adjourned at 4:35pm