

# CAL Diversity Council

Agenda: September 17, 2015

Present: Andreas Broscheid (scribe), Erika Cavanagh, Stephen Chappell, Jenny Davis, David Jeffrey, Yenisei Montes, Christine Robinson, Vanessa Rouillon, Alexandra Vilela

## 1. Announcements

Several participants had announcements:

- a. Dean Jeffrey noted his visit to Tuskegee University, with David Owusu-Ansah, to work towards including graduate students from the institution in the Preparing Future Faculty program.
  - b. Dean Jeffrey reported on forthcoming online training for search committee chairs and department chairs. The training will be rolled out early next year. See attached notes from the September 16 JMU diversity council chairs meeting, prepared by Michael Davis.
  - c. Several faculty members in CAL are preparing a diversity teach-in for November 6.
  - d. Erika Cavanagh noted that she is applying to bring Jenn Bervin, a poet and fiber artist, to JMU as a visiting scholar, and asked the council to co-sponsor the event.
2. Review of last year's annual report. Question: What are our strength, and what are areas where CAL has to do more?

The council's discussion focused on questions of mentoring. While the group found that there was a need to take stock of what the college is already doing, there was a sense that this was an area that the diversity council could support more strongly. Suggestions revolved around supporting existing informal network by spreading information, for example on the college's diversity website, by publicizing mentoring opportunities, and providing information that "mentees" might need, such as policies and procedures in the college. The conversation, ultimately without firm conclusion and to be continued, raised questions of whether the council should create its own programs; examples noted without necessary support were faculty office hours or informal roundtables for semi-social interaction between more senior and newer faculty. On the whole, the group found that the term "mentoring" was not very helpful, as it implied hierarchical relationships that more informal networking models of mentoring did not support.

Diversity Council Chairs Meeting – 9/16

Notes: Michael Davis

### **Valhen Conference**

The Virginia Latino Higher Education Network is hosting a conference October 9<sup>th</sup> from 9:00-3:00 in the Madison Union Ballroom. The organization is the only one in Virginia that provides scholarships to Latino youth. The cost to attend is \$40 and includes lunch. Each academic division is encouraged to send as many representatives as they can.

### **IDEA Grants**

The IDEA Grant calls will go out shortly. The goal is an earlier timeframe and more transparency this year. They hope to have all the awards decided by the Diversity Conference on March 16<sup>th</sup>. Criteria this year include:

- Originality
- Impact
- Feasibility
- Sustainability

### **Diversity Conference**

This year's conference will be March 16<sup>th</sup> and a call for proposals should be out by the end of the month.

### **Professor in Residence**

There is interest in doing more in the DC area. One of the things they are looking for are Grant Opportunities to support such endeavors. If anyone has any ideas they should forward them to Art Dean.

### **Search Committee Diversity Training**

The university has developed a new training for search committee chairs and department chairs for us in the hiring of instructional faculty that will be rolled out in the next year. The training will begin before the position is offered and will seek to take a proactive approach to encouraging diverse hires. The same process will be developed for the hiring of A&P faculty in the near future.

They will also be looking for faculty from across campus who are willing to meet with faculty members from a variety of backgrounds upon request.

### **Library Resources**

The library has committed to purchasing more diversity related resources and a call to request new materials will be sent to Diversity Council Chairs, Department Heads and faculty identified as teaching diversity related content well. There will be a January deadline for request. Ideally, requests will be made in one batch to the departments' library liaison.