Standing Committee of Academic Council
Meeting Minutes

Committee: Diversity and Inclusion

Date: January 24, 2014  Time: 1:30 pm  Location: SPH 189

Attendees: Asghar Gharakhani, Deb Getz, Chip Rondot, Susan Smith, Kevin Slates, Zelideh Martinez Hoy, Barb Grinder, John Schrader and Margi Lockhart

Main Topics Discussed

1) Discussed trying to obtain a committee representative from Kinesiology, Epidemiology and Biostatistics, Environmental Health, and Recreational Sports as well as a student representative for the Committee on Diversity and Inclusion.

2) Zelideh Martinez Hoy, newly hired Director of Student Diversity and Inclusion, joined the committee to present the Draft Diversity facilitation plan, Section 1.8 (attached) for committee input on work to be accomplished on policies and how they will be monitored and tracked. Document captures policies, strategies, timelines, responsible party and evaluation timeline.

3) Deb brought up some CEPH components that need to be addressed in regards to targeting minority groups. Earlier discussion included targeting recruiting conferences for students of color; add some suggested line or two to the recruiting materials; look at what materials are being sent out and where they are going and think about adding some outlets like the Hispanic Outlook; look at standard operating procedures for posting searches and see if certain outlets can be targeted that specifically address opportunities for folks of color; the need to hire folks of color at every level; and look at research interests and how they tie to public health underrepresented populations; understanding HIPAA (Health Insurance Portability and Accountability Act) and review of marketing materials.

4) Susan Smith would like to recommend to the Committee on Research and Creative Activity to offer two small incentive grants (one for graduate students and one for faculty members) for research that addresses diversity and inclusion. Susan will contact Brian Dodge to get a copy of a current grant competition to use for format in developing a proposal.

5) Approved minutes for December 16, 2013.

6) Deb noted that Zelideh’s charge deals specifically with students and that the committee will want to keep in mind that they are also charged with incorporating diversity within the school for faculty and staff. John Schrader noted that the document can include faculty, staff and students (with input from this Committee and Zelideh Martinez Hoy and final oversight by John Schrader, Michael Reece, and Zelideh Martinez Hoy).

7) Meeting adjourned.