Meeting 4 Agenda

Campus Change Team
February 21, 2011
KPlz 268 11-noon

1. Discussion of Critical Action Outcomes from Workshop (Bring copies of the Tools prepared by the Subgroups, 30 min)
   a. 1b Identify, acknowledge, expose, and address the inequities at UMD
      i. Expand CCT membership to include more majority representation
      ii. Provide a mandatory comprehensive, positive diversity program for freshmen; e.g. work with Freshman Seminar
   b. 2a Increase the retention of underrepresented students
      i. Assess current efforts to improve retention
      ii. Work collaboratively across the campus to create a sense of belonging and community; e.g. collegiate units, housing, student life
      iii. Strengthen advisement to link academic programs with career opportunities
   c. 2b Retain a diverse faculty and staff
      i. Assess climate
      ii. Form faculty of color community
      iii. Evaluate policies for disparate impact
   d. 3a Diverse perspectives are integrated within curriculum across disciplines
      i. Enhance and support faculty and staff development
      ii. Revise search process
      iii. Expand breadth of valued work

2. Next steps
   a. Form working groups including non-CCT members, develop implementation plan on one action item.
   b. The UM Office of Equity and Diversity is calling for proposals under the Transformation Awards Program (formerly IDEA grants). The deadline is March 31. Let’s discuss applying for funds (up to $5000).

   http://www.academic.umn.edu/equity/awards/idea_grants.html

3. Preview: Campus Climate or Culture Website (10 min)
4. Climate Surveys – preliminary (10 min)
5. Strategic Planning Goals (5 min) http://www.d.umn.edu/chancellor/planning/vg2.html

Meeting 4 Summary

The discussion focused on item 1.a.ii. Provide a mandatory, comprehensive, positive diversity program for freshmen; e.g. work with UMD Seminar (formally Introduction to College Learning). These questions were raised:
• How can social justice (SJ) awareness be embedded and integrated into our students’ education starting with Welcome Week, UMD Seminar, curriculum (e.g. Paula Pedersen’s work), Liberal Education, etc.
• What are the goals of UMD Seminar?
• What is the curriculum?
• Should UMD Seminar include a stronger and expanded focus on SJ that all freshmen take?
• Should it continue during spring semester? Is 1 cr in the fall sufficient?
• Can we intentionally group freshmen together all year for community building and foundational work?
• Can a management approach called Positive Diversity be used to support this goal?

The CCT agreed to invite Megan Perry-Spears to the next meeting: March 7, 2011.

Susana and Bilin have been working on a summary of the 2002, 2009 and 2010 climate surveys. A draft PowerPoint presentation of the work to date was presented. When the summary is complete, it will be posted on the Campus Climate Change website (in progress). An outline of this website was distributed and CCT were asked to review the website draft (link to be sent this week) and send comments to Bilin by February 28. Finally, the CCT members looked at the Strategic Planning Vision Group goals for Campus Climate and Social Justice. http://www.d.umn.edu/chancellor/planning/vg2.html