Date: May 22, 2012
To: Bilin Tsai
From: Elias Mokole
Re: AAUCT report

List of UCT members and chair(s):
Jill Doerfler, American Indian Studies
Jeni Eltink, Students in Transition
Emmanuel Enemuoh, Mechanical and Industrial Engineering
Amanda Evans, ITSS
Kurt Guidinger, LSBE Student Affairs
Tim Holst, Graduate Programs, Co-Chair
Elizabeth Johnson, Library
Linda Kinnear, Academic Administration
Elias Mokole, Music, Co-Chair
Erin Olson, Admissions Officer
Jackie Onchwari, Education

Number of meetings during 2011-12
15 meetings

Objectives:
Create actionable items that advance Goal 2 of the UMD Strategic Plan

AAUCT Fall 2011 Summary
Difficulty: Because our team is comprised of both faculty and staff determining a mutually agreeable meeting time was very difficult.
Solution: Created small subgroups based on projects targeted for faculty, staff, or students.

Initially AAUCT members were assigned groups based on a ranked preference. All AAUCT members were invited to attend any/all meetings. This facilitated several in depth conversations, and ideas were exchanged in a more relaxed conversational atmosphere.

Student Subgroup Summary
Discussed opportunities to engage students. A diversity day was discussed (during welcome week) We also discussed a new position at UMD--something like the consultants we have brought in, who could give workshops, and could also do "train the trainer" type workshops for welcome week workers and UMD Seminar instructors, and other faculty as well, with "how to integrate this into the curriculum".

Staff Subgroup Summary
Meeting notes: staff involvement, communication, faculty mingling with staff / interfacing/

- Above and beyond award for staff
- Expanding faculty sanctioned....award-campus level-hidden folks...awareness.-
- Changing behavior. class mentality .union vs non-union PNA
- Communication, facilitator, full time trusted person, preaching to the choir. Make training mandatory? (formalized)
• Rhetoric- persuades- interpersonal communication, make use of AAUCT expertise, encourage personal ownership, being comfortable in your own skin...
• working with office of civic engagement
• Next step- not preaching to the choir....

Faculty Subgroup Summary
Topics discussed included addressing the climate issues and "class" issues associated with faculty rank, as well as climate issues associated with Faculty and students of color. Do we need some focus groups for assessing current climate for faculty groups as we did with students? Should this be expanded to non-tenured faculty?

Discussion of how faculty can emphasize diversity and climate issues to students in the classroom, by what they do and say, especially early in the term, and by what they have on the syllabus. Discussion centered on New Faculty Orientation. Can the materials for that be available early, say mid-summer, and on Moodle, so that it would not be so much information in one day in late August? What support would be necessary for this to happen? What hurdles to overcome? There should/could be follow-up sessions to new faculty orientation. Who provides this content? Would it be good to have a full-time (or at least significant time) person at UMD who could do some of these workshops, and help faculty integrate diversity and climate issues into the classroom. More work should be done on faculty mentoring,

AAUCT Spring 12 Summary
Objective: Take ideas discussed in Fall 11 meetings and create viable proposals.

Based on the Diversity grant “Diversity Dialogue...through Concert & Conversation,” AAUCT members were charged to create one page proposals. At subsequent meetings, at least two of the three proposals (see below) were brought before the team and refined.

Project Title: Elizabeth Johnson
Understanding White Privilege: An In-Service Workshop for UMD Staff

Project Title: Jill Doerfler
African and African-American Studies is for Everyone!
American Indian Studies is for Everyone!
Women's Studies is for Everyone!

Project Title: Jeni Elitink
Students in Transition proposal
Create a training module on Best Practices for Inclusion and Diversity in the Classroom for undergraduate teaching assistants.

Next steps – 2012-13 work
We will continue to connect appropriate UMD staff/student/faculty resources to further develop projects that advance Goal 2 of the UMD Strategic Plan.