

**Minority Affairs Meeting Agenda**  
**Tuesday February 5, 2013**

**Attendees:** MAC Members –Aki Hirose (Sociology); Philip Joseph (CLAS); Douglas Krause (CAM); Denise Pan (Library); Craig Sisneros (Business), Stephanie Santorico (Math & Statistics).

**Guests:** Christine A. Stroup-Benham (Institutional Research); Orlando Archibeque (Library)

**Meeting Agenda**

1. Approval of December Minutes
  - a. Minutes approved.
2. 2013 NSSE (National Survey of Student Engagement) – Guest: Christine A. Stroup-Benham, Ph.D. Assistant Vice Chancellor, Institutional Research & Effectiveness
  - a. The NSSE is a national survey of freshmen and seniors about educational and personal growth programs and student services. The test is pre-defined and does not allow institutions to add their own questions. However, they will be able to compare CU Denver responses to other institutions and by schools in the same Carnegie Classification.
  - b. The last time CU Denver administered the NSSE was 2010 and received a 32% response rate.
  - c. Survey will be launched via email on Feb 19, through March 31. It is preferred if students respond via their email invitation to keep the unique ID and URL tied to the individual student.
  - d. When the survey results are available, Christine is available to present findings to MAC. She will also be able to provide analysis by college.
  - e. MAC would be interested in hearing results and comparing to 2010 findings.
  - f. Christine will send Denise an electronic copy of flyer, 2013 questions, and summary data from 2010. Denise will redistribute to the committee.
3. CU Denver Administrator Inclusion Dialogues Event Details
  - a. Review list of registered participants:
    - i. 6 attendees, 3 from Library.
    - ii. Need MAC members to register and sign up for their sandwiches.
  - b. Strategies for further promotion of event
    - i. Philip will revise email draft to be more compelling.
    - ii. Denise will contact Brenda J Allen for help (she will share with Provost's exec team), and will re-send revised email to AD/ASG members.
    - iii. Everyone will customize an email to send to their department

- c. Event goals: What are we trying to achieve with this Inclusion Dialogue for Administrators?
  - i. To represent the feedback we have received from students/faculty/staff
  - ii. To gather an audience of administrators who will share their concerns and initiatives to address issues
  - iii. To identify how MAC can work with departments/schools/colleges to further support diversity and inclusion on campus (what can we do to advance their efforts)
- d. Agenda/Itinerary 11:00-12:15
  - i. 11:00 arrival and boxed lunches.
  - ii. 11:15 begin program, presentation of findings and discussion moderated by Doug.
  - iii. 11:20 begin discussion re: defining the problems/issues.  
We have identified these as the major issues, do you agree?  
Rank them for your department/school/college? *Ask for a show of hands, record tally on dry erase board.*  
Are there additional issues/concerns in your unit that we have not mentioned?
  - iv. 11:40 discussion re: identifying solutions/strategies  
Focusing on the primary issue for participants, what is your department/school/college doing to address this issue?
  - v. 12:00 Wrap-up: Call to action  
How can MAC help you? We would like to hear more from you.  
Would you be interested in continuing the conversation with us?
- e. Room setup
  - i. Table & food arrangement -- food in back of room, and create small table groups.
  - ii. Volunteers? –  
Room Setup: Aki, Denise, Lando, Doug  
Room Breakdown: Stephanie, Denise and Lando
  - iii. Sign-in sheet and name tags – Denise will create.
- f. Handouts
  - i. Inclusion Dialogues: Concerns and Inquiries Executive Summary

**Action Items:**

- Philip will revise to make the message more compelling.
- Denise will send current draft for everyone to personalize themselves, resend revised email to AD/ASG members; will write a draft of a “follow up email” to send to registered participants with questions for them to consider and information for them to read before the event.
- Everyone will register for the event; will send an email invitation to their personal contacts for decision makers for departments/schools/colleges.
- Doug will try to borrow recording equipment from CAM (maybe ask Lorne Bregitzer?).

**Next Meeting: Tuesday March 5 at 10 a.m. in Auraria Library Friends Conference Room**

**Minority Affairs Meeting Minutes**  
**Tuesday March 4, 2013**

**Attendees:** MAC Members –Aki Hirose (Sociology); Philip Joseph (English); Douglas Krause (CAM); Denise Pan (Library); Craig Sisneros (Business), Charles Musiba (Anthropology); Ji Chen (Business); Kathleen Beatty (SPA).

**Guests:** Orlando Archibeque (Library); Brenda J. Allen (Diversity and Inclusion)

**Meeting Minutes**

1. Approval of February Minutes
  - a. Minutes Approved.
2. MAC operating procedures & diversity plan
  - a. Review two documents created by Rod Muth – 1) Organizing Principles for Faculty Assembly Diversity Committees and UCD Administrative Structures; 2) Suggestions for Standing Committee Organization, Goals, and Procedures for the Minority Affairs Committee.
    - i. Concerns regarding the number of meetings for the Chair and Chair Elect:  
In the proposal, the Chair and Chair Elect attend four meetings a month – 1) MAC; 2) Faculty Assembly (FA); 3) FA Executive Committee, and 4) Diversity Advisory Committee.
    - ii. What is the purpose of the Diversity Advisory Committee? Each diversity committee already attends Faculty Assembly and FA Executive Committee, and provides committee reports at those meeting. Can we streamline reporting structure?
    - iii. Is there a need for all four Diversity Committees: Disabilities; Minority Affairs; Gay, Lesbian, Bisexual, Transgender, & Intersex; Women’s Issues? Would it be more sustainable to have one Diversity Committee? Could specific issues be addressed with a taskforce within the committee? Could we designate specific members of the committee to represent specific perspectives?
    - iv. Clarification on “parallel system committees”? We know about the CU-System Ethnic Minority Affairs Committee are there others?
    - v. Clarification on stipends for Chair? What is the amount (is equitable to the stipends for other committees)? Are there restrictions on stipends?
    - vi. Concerns regarding focusing MAC’s responsibilities on faculty issues. We do not believe we can separate the recursive relationship between faculty and students. The charge should include faculty **and** student issues.
    - vii. Does the term “minority” capture the purpose of the committee? Can we rename the committee? This is moot if we expand the charge and collapse the organization hierarchy to have one Diversity Committee. However, could the name be changed to “Diversity and Inclusion Committee”?
3. CU Denver Administrator Inclusion Dialogues Event Details, Guest: Dr. Brenda J. Allen
  - a. Summary/Highlights document –
    - i. Note the inclusion of the bullet: Questions about student focus groups conducted by MAC -- methodology, sample size, sample validity, reliability of data.

- ii. No suggestions for revisions. The document can be distributed to individuals who have requested a summary of the event and to Faculty Assembly.
- b. Brainstorming on next steps:
  - i. Reviewed the suggestions from the Inclusion Dialogues for CU Administrators:
    - Focus on racial and ethnic diversity.
    - Engage faculty and staff on how to communicate on sensitive topics.
    - Help create more structure/infrastructure.
    - Create a template of standards for each department to achieve – may provide structure/guidance to move forward in communication.
    - Recommend improvements for faculty (including full-time and adjunct instructors) & staff development, reward (also considering tenure), and accountability for departments.
    - Report on what is happening now.
  - ii. Dr. Allen recommends that MAC identifies and prioritizes activities that could achieve more immediate outcomes.
  - iii. The suggestion “Create a template of standards for each department to achieve – may provide structure/guidance to move forward in communication” resonated the most. Strong interest in developing “templates” for advising students. Possible implementation could be:
    - MAC meets with different departments to conduct environmental scan on advising and identify best practices.
    - At these meetings, identify ways to get faculty more engaged with students, and promote existing University resources available to students.
    - Develop recommendations, as we are meeting with departments, on how they can increase student engagement.
    - Facilitate future conversations on how policies could be reconsidered to support students.
  - iv. Dr. Allen will identify if there has been other studies or initiatives on Student Advising.
- 4. Announcements from Office of Diversity and Inclusion
  - a. CU System Diversity Summit -- April 23, 2013 8:30-noon at Double Tree hotel on Quebec  
Does MAC want a table? MAC could highlight past activities (e.g. Inclusion Dialogues), receive input on possibilities of new initiatives (Student Advising), and potentially recruit new members.
  - b. Diversity Training Laboratory – Exact name and date to be determined. Purpose of the workshop is to develop “tools” to teach diversity, such as provide examples of activities and refine approaches.

**Next Meeting: Tuesday April 2 at 10 a.m. in Auraria Library Friends Conference Room**

**Minority Affairs Meeting Minutes**  
**Tuesday April 2, 2013**  
**10:00 a.m. – 11:00 a.m.**  
**Auraria Library Friends Conference Room**

**Attendees:** MAC Members –Aki Hirose (Sociology); Philip Joseph (English); Douglas Krause (CAM); Denise Pan (Library); Stephanie Santorico (Mathematics); Craig Sisneros (Business).

**Guests:** Brenda J. Allen (Diversity and Inclusion).

**Meeting Minutes**

1. Approval of March Minutes
  - a. Minutes approved.
2. Elect MAC officers (Chair and Secretary) for AY 2013-14
  - a. Co-Chairs are Denise and Craig
  - b. Secretary is Stephanie
3. MAC operating procedures & diversity plan, Guest: Dr. Brenda J. Allen
  - a. Discuss Dr. Rod Muth's reply to MAC comments from March meeting
  - b. MAC would like to meet with the chairs and members of the other Diversity subcommittees.
  - c. Faculty Assembly (FA) requested that MAC brings a proposal to the next FA meeting on May 7.
  - d. Craig and Denise will try to identify subcommittee chairs and members, and then convene a meeting that also includes MAC members.
  - e. Denise will send an Outlook meeting invitation when the date/time has been established.
4. Inclusion Dialogues for CU Denver Administrators, Guest: Dr. Brenda J. Allen
  - a. Draft of email to distribute [event summary document](#) and [sign-up for MAC e-mail list](#)
    - i. Craig will distribute summary at Faculty Assembly
    - ii. Denise will send email to registered attendees
    - iii. Denise will send email to Karin Rees to distribute to FA
  - b. Next Steps for AY2013-14
    - i. Opportunities to collaborate with the Office of Diversity and Inclusion –
      - MAC members are encouraged to register for the CU Denver Diversity Summit on Tuesday, April 23, 2013 from 8:30 am – noon at the Double Tree by Hilton Hotel (3203 Quebec St., Denver). Registration deadline is April 15, 2013. Registration URL [http://www.ucdenver.edu/about/departments/DI/Diversity Summit 2013 Registration/Pages/form.aspx](http://www.ucdenver.edu/about/departments/DI/Diversity%20Summit%202013/Registration/Pages/form.aspx)
      - Equity in Excellence Project – two-year project by the Center for Urban Education (CUE) at the University of Southern California and the Western Interstate Commission for Higher Education (WICHE) to support implementation of Colorado's education reform goals to increase the numbers of degrees and certificates of value awarded annually and closing gaps in postsecondary access and success for the state's growing minority populations. Dr. Allen has requested a MAC member to participate on a team that will

implement the CUE's Equity Scorecard™ to enhance equity in educational outcomes among racial-ethnic groups. The Scorecard has four perspectives: access, retention, excellence, and completion. Craig will be the MAC representative.

- ii. Continue brainstorming on possible activities
  - EMAC is coordinating an event in November that will have a speaker on the Equity in Excellence Project. MAC could help with the organization and promotion of the EMAC event; and then follow-up with a workshop at CU Denver in the spring.
  - Student advising is a significant issue, but it may not be an initiative that MAC can manage. Instead, MAC might want to submit a recommendation to Office of Diversity and Inclusion.
5. Select meeting day and time for AY 2013-14
  - a. Denise will send email to MAC members to determine availability.

**Next Meeting: May TBD, 2013 in the Auraria Library Friends Conference Room**

**Minutes - Minority Affairs Meeting**  
**Tuesday September 10, 2013. 9:00 a.m. – 10:00 a.m.**  
**Auraria Library Friends Conference Room**

**Attendees:** Akihiko Hirose, Chen Ji, Philip Joseph, Denise Pan, Craig Sisneros (joining by phone), Stephanie Santorico, Omar Swartz

**Announcement:** EMAC is hosting a speaker on the Boulder campus on November 8 with a focus on retention of under-represented minority students.

**Minutes:**

- Committee members introduced themselves.
  - *To do:* Correct/confirm member list on the Faculty Assembly website, e.g., Philip Joseph is missing. There appears to be a new member, Benom Plumb; on the FA page he is affiliated with CLAS but should be listed as CAM.
- Minutes for the April 2013 meeting were approved.
- The Equity in Excellence Project and implementation of the Center for Urban Education's Equity Scorecard was discussed. This is a collaboration with the Office of Diversity and Inclusion.
  - The update was given by Craig along with Omar.
  - Focus in on advising of under-represented minorities.
  - May look to provide assistance to the student learning center.
  - Major drop off for URM students is seen in English Comp 1 and Math for Liberal Arts classes.
- MAC Committee Status
  - An update was given from Craig and Denise as to conversations with FA Chair and Executive Council.
  - Faculty Assembly budget needs to be worked out prior to forming MAC as a standing committee within FA. This appears to be the only hold up.
- Began review of MAC Operating Procedures
  - Document was drafted by Rodney Muth
  - Changes that were discussed included making the mission inclusive of students rather than having a focus only on faculty. This should be consistent throughout the document.
  - Denise offered to take a first stab at editing the document.
  - All are encouraged to read through. Suggested changes should be sent to Denise and Craig

Next meeting: Oct 8, 2013 at 9am (Denise will check to see if 10 am is possible) in the Auraria Library Friends Conference Room

**Minority Affairs Meeting Minutes**  
**Tuesday October 8, 2013**  
**10:00 a.m. – 11:00 a.m.**  
**Auraria Library Friends Conference Room**

**Attendees:** Akihiko Hirose CLAS; Benom Plumb CAM Charles Musiba CLAS; Craig Sisneros Business; Denise Pan Library; Ji Chen Business; Farah Ibrahim SEHD; Philip Joseph CLAS.

**Meeting Agenda**

- 1) Meeting minutes
  - a) Review of September 2013 Minutes. No changes. Minutes Approved.
- 2) Updates from
  - a) Faculty Assembly
    - i) Chair of FA would like to formalize procedures and have all committees work on operating procedures. FA is working on organizing how FA works with administration; making the BPC Chair the Treasurer of FA; and establishing New Faculty Recognition Program to give recognize faculty who are going above and beyond typical expectations for service.
    - ii) VCAC (Vice Chancellors Advisory Committee). Bylaws and authority are unclear and possibly unapproved. FA would like to stay on top of developments so that FA can have a voice in the process.
  - b) Faculty Assembly Chair and Executive Council (re: MAC Committee Status)
    - i) Working on making sub-committees full committees of the FA. This will require a re-write of bylaws. One hurdle is the FA budget which BPC is working on. They would like us to attend a meeting with Dr. Allen and other sub-committee chairs.
  - c) Ethnic Minority Affairs
    - i) Main project- sponsoring a speaker to talk about retention. Event is November 8<sup>th</sup> in Boulder. The speaker is Estella Bensimon from USC and is the founder of the Equity in Excellence Project.
  - d) Equity in Excellence Project
    - i) Craig and Omar participating representative. They will meet October and will report next meeting.
- 3) MAC Operating Procedures
  - a) Question received: *Is the committee only focused on faculty and students or does any of our work also pertain to staff?*
    - i) *Will update procedures to include faculty, staff, and students as appropriate.*
  - b) Further discussion and review latest draft
    - i) Motion to approve draft with discussed changes and send to FA for review. Approved unanimously.

4) MAC Goals

- a) Review some past goals (see below)
- b) Goal for this year and long term (see previous suggestions from [March 2013 minutes](#))
  - i) Retention of under-represented minority faculty seems to be the natural direction to focus on for the next year or more.
    - (1) Teaching evaluations.
    - (2) Cultural taxation.
    - (3) Brainstorm other ideas related to retention.
    - (4) Qualifications.

**Next Meeting: November 12<sup>th</sup>, 2013 (Note: Denise will be absent, Craig will chair meeting) in Auraria Library Friends Conference Room**

## **Summary of MAC Activities (2008 to present)**

The Minority Affairs Committee (MAC) reviews, evaluates, and recommends on policies and practices that affect underrepresented faculty and students. Over the years, MAC has sponsored various events that highlight issues and concerns relating to diversity and inclusion. For example, MAC organized a debate on the defeated anti-affirmative action Amendment 46 in 2008; coordinated the Crisis of Inclusion in Higher Education symposium in 2009; participated in the Global Cities lecture series which brought Denver Public School students from Montbello High School the Auraria Campus; and arranged a Family, Community, and Empowerment discussion series with the University of Colorado System Faculty Council Ethnic Minority Affairs Committee.

In 2011, MAC sought to extend their efforts beyond educational lecture series. Instead they intend to identify and contribute towards campus needs. As an alternative to the online surveys that have been used to gather information on diversity, MAC wanted to engage directly with students and faculty colleagues. During the Inclusion Dialogues, MAC employed focus group methods which allowed participants to share their views and shape opinion. The goal was for participants to feel more empowered than when they answer multiple choice questions on a survey. This approach was adapted from the CU Dialogues Program at the University of Colorado Boulder which aims to promote communication across social, cultural and power differentials and foster mutual understanding through the open sharing of experiences and perspectives.

The primary goal for MAC is to support initiatives that promote the academic and long term success of underrepresented faculty and students. The committee members' efforts are reinforced by Priority 5 of the UCD Strategic Plan which states: *UC Denver acknowledges that it has a special responsibility to address the unique educational needs of diverse high school students in metro Denver and, in particular, those talented students who choose to stay in Denver and seek a university degree...to take the university to higher level inclusiveness by recruiting, retaining, and graduating a diverse student body...by recruiting and retaining a diverse workforce...and by communicating strongly and consistently a commitment to diversity and a culture of inclusion.* This area of focus has been identified as high priority in nearly all of MAC discussions with people on campus and in the community.

In spring 2012, MAC was granted \$1,700.00 from the University of Colorado Denver President's Fund for Faculty and Staff Development and Support to sponsor promotion and incentives for attendee participation at three Inclusion Dialogues events. Specifically, the grant paid for printing flyers; purchasing flash drives with a bibliography of selected Inclusion/Diversity in Higher Education electronic resources available from the Auraria Library; and catering event lunches. Focused on gathering and relaying different perspectives on student inclusion and retention, MAC has hosted three events:

- Student focus group on February 23, 2012
- Faculty/Staff focus group on April 25, 2012
- Administrators discussion on February 20, 2013

The Executive Summaries from these Inclusion Dialogues are posted on the [MAC webpage](#).

## Minutes for the Minority Affairs Meeting Agenda

Tuesday November 12, 2013

10:00 a.m. – 11:00 a.m.

Auraria Library Friends Conference Room

**Attendees:** Akihiko Hirose - CLAS; Craig Sisneros - Business; Stephanie Santorico - CLAS. Ji Chen Business. Farah Ibrahim – SEHD.

**Guest:** Dr. Brenda J. Allen, Vice Chancellor of Diversity and Inclusion.

### Meeting Agenda

Given Dr. Allen's attendance, our meeting focused on getting her insights and advice on many issues as summarized below.

- 1) MAC Operating Procedures
  - a) Why doesn't MAC use terms like 'ethnic' and 'racial' to specify a group of underrepresented population which might be different from other underrepresented groups (e.g., LGBTQI)?
  - b) How can MAC describe the population we are serving in the most inclusive way, and avoid infringing on the roles of other active Diversity Committees?

Brenda suggested "Underrepresented racial-ethnic groups" which was well received by the committee.

- 2) MAC goals for 2014 – Continue discussion from October meeting to identify an issue and project/outcome to focus efforts.
  - i) Retention of under-represented minority faculty in terms of...Teaching evaluations? Cultural taxation? Qualifications? Other ideas related to retention?

Discussion pertaining to options for helping with retention of minority faculty

- Provide a chair or fellowship funded for each college to be used for an underrepresented racial-ethnic faculty member
- Consider holding professional development for faculty and staff around diversity
- Note: Race and Retention conference was held last week. We will follow-up with Philip for his insights during our next meeting.

Resources that we have that can be focused on retention:

- Brenda: A pool of money exists for use in retention of faculty of color (though money is flexible in its use)

- There is an Ongoing Presidents Diversity Fund (any faculty or staff or student has access) \$10,000/year for the downtown campus. For any kind of project, event, travel, that relates to diversity and inclusion. Up to \$1000 per semester. See <http://www.ucdenver.edu/diversityfunds>.
- Could consider the use of CLAS ACT grant
- Brenda Allen had a student look at how faculty of color and international faculty are critiqued by students. This may be of interest for use with respect to RTP.
- Note: was discussed that there are many student initiatives concerning diversity so our focus on faculty retention is a place of need that is not being served.
- How do we establishing a climate that is positive for faculty of color? Some thoughts:
  - Professional development
  - Data collection and tracking
  - Marketing of resources that exist.
  - Focused mentoring program.
- Note: there will be a system level diversity summit in April focused on professional development of faculty and staff.
- Should we do a needs assessment? Would we be able to respond once we have the data? What would be assessed?
- We could work on hiring processes and how the MAC committee could be involved, e.g., train members on our committee who would then be the a point person for departments

### 3) Updates from

- a) Faculty Assembly – university benefits advisory board no longer exists. International and student affairs are being reorganized. Multi-year contracts for non-tenure track faculty are in draft form.
- b) NESI results – Tabled. Will discuss next meeting.
- c) Ethnic Minority Affairs Committee – Get from Philip during next meeting.
- d) Equity in Excellence Project – Looked at Math and Advising office and Academic Success and Advising Center. Interview of staff. Syllabus analysis and websites. Looked at student performance. Do students retake classes? Comparison over groups for this data. Looking for ways to intervene.

**Next Meeting: December 10<sup>th</sup>, 2013 from 10am-11am in Auraria Library Friends Conference Room**

**Minutes for the Minority Affairs Meeting Agenda**  
**Tuesday December 10, 2013**  
**10:00 a.m. – 11:00 a.m.**  
**Auraria Library Friends Conference Room**

**Attendees:** Ji Chen-Business; Farah Ibrahim – SEHD; Philip Joseph (English); Denise Pan (Library); Stephanie Santorico – CLAS; Craig Sisneros - Business

**Meeting Agenda**

1. Review November Meeting minutes

Approved.

2. Report on student evaluations of minority faculty members (PDF provided by Brenda Allen)
  - a. Possible group discussion: Has CU Denver conducted comparable studies? If so, to what extent are CU Denver student evaluations similar/different to the published findings? If not, could this be a potential project for MAC?

Discussion: Should we make recommendations on use of FCQs for evaluation of underrepresented racial-ethnic faculty based on secondary literature? Or, we could assess our own university climate using institutional research data. Depending on results of such an analysis, we could make recommendations as to best practices for evaluation of underrepresented racial-ethnic faculty.

The decision was made to start with institutional research data (Craig will look into what data is available to us). Analysis of this data will be used to identify whether there are apparent biases in FCQs based on race-ethnicity. It is also of interest to include gender in the analysis.

We will also hold a focus group in Spring 2014 for underrepresented racial-ethnic faculty. The tentative date for the focus group is lunch time Thursday March 13, 2014.

- b. Joanne Addison said: *I will be meeting with Laura Goodwin to discuss possible changes to our FCQ form. In the past, revision of the FCQs has been the responsibility of our LETTS Committee. Would someone(s) from MAC like to be involved this time around?*

No volunteers. We focus on our evaluation noted above and provide feedback.

3. Identify MAC goal for 2014

- a. Review suggestions from October discussion if necessary.

Goal is to focus on retention of underrepresented racial-ethnic faculty. Initial work will evaluate FCQs.

4. Discuss updating Operating Procedures with recommended terminology

a. First paragraph of Oct 15 version of procedures says:

*As the primary advisory committee to Faculty Assembly and UCD administration on issues important to **underrepresented** faculty, staff, and students, MAC reviews and makes recommendations on general policy, UCD's strategic plan, and any other long-range plans or formulations that set forth the broad educational and curricular objectives and policies at UCD that have implications for **underrepresented** faculty, staff, and students. In addition, MAC focuses on and advocates for policies and practices and evaluates and recommends policies affecting **underrepresented** faculty, staff, and students. (Full version in attached Word doc)*

b. November 12 minutes – Dr. Allen suggested “Underrepresented racial-ethnic groups”

c. How should MAC include the proposed terms into the first paragraph of the procedures?

It was agreed upon that we will use underrepresented racial-ethnic as our descriptor. We will keep the committee title, MAC. Denise will make the change in the operating manual and send to Joanne for consideration.

5. Updates from

a. Faculty Assembly

Currently, a vice-chair for downtown faculty assembly is needed. Please let Joanne Addison know if you or a colleague are interested.

An ad-hoc committee for academic prioritization has been created with the Budget Priorities Committee taking on this work. UBAB has been disbanded.

b. Ethnic Minority Affairs

Philip reported on the event on Race and Retention. The speaker, from USC Center for Urban Studies, contrasted having diversity on a campus versus having equity on campus. Equity relates directly to retention.

c. Equity in Excellence Project

They have the raw data from institutional research. Two places where minority students fall off disproportionately are between year 1-2 and year 3-4. How can you affect changes at these two points? Their focus will be on the advising office.

**Next Meeting: January 21, 2014 from 10am-11am in Auraria Library Friends Conference Room.**

**Subsequent meetings will still be on the second Tuesdays of the month 10-11.**