

HSS Diversity and Inclusion Committee ZOOM Meeting  
Minutes  
Monday, October 26, 2020  
1:30 p.m.

Attendance: Lori Martin, Jas Sullivan, Matt Calamia, Laura Oliver, Richard Gooden, Isabel Matus

Dr. Martin welcomed everyone to the meeting. She began with updates. Dr. Martin asked the committee members to continue reflecting upon the mission statement. There is a google document where committee members can edit the statement.

Next, Dr. Martin reported on her meeting with Dean Blanchard. She shared with the committee the distinction between an Assistant Dean and an Associate Dean. The former does not usually have a faculty position. She indicated that the revised job description will be at the Associate Dean level. Dr. Martin also talked about the challenges and opportunities associated with limiting eligibility at the level of full professor. For example, the pool of full professors may be relatively small and not very diverse. A full professor is preferred. Dr. Martin also relayed to the committee that additional duties may be added to the job description. Dean Blanchard will work with his team to draft the final job description and share it with the committee. Dean Blanchard also informed Dr. Martin that there have to be nominations in order to identify an Interim Associate Dean for Diversity and Inclusion. Dr. Martin communicated the information to the committee and indicated that she would get back with them regarding a time frame for having an Interim Associate Dean of Diversity and Inclusion in place.

There is a vacancy on the committee. Dr. Martin and Dean Blanchard discussed filling the vacancy. Dean Blanchard suggested Holly Dawan of Psychology. She is part of the staff senate. There were no stated concerns about the potential addition to the committee.

Dr. Martin announced two upcoming events that the committee is sponsoring.

- a. Doing Diversity: A Conversation with the Department of Psychology (November 3, 2020 at 3:00 p.m.)
- b. Temperature Check: The Department of Sociology and Climate Surveys (November 20, 2020 at 12:00 p.m.)

Dr. Martin asked Dr. Gooden to share an idea he communicated to her in an email prior to the meeting. Dr. Gooden suggested a teaching award. The idea was well received. Dr. Martin suggested an award for a graduate student teacher after Dr. Calamia said the teaching award should be open to instructors, adjuncts, etc. Dr. Matus asked about the application process. Dr. Sullivan said the process could model existing teaching awards. Doctoral Candidate and Instructor Laura Oliver volunteered to take the lead on the graduate award and Dr. Gooden committed to working on the general teaching award.

The committee discussed the feasibility of announcing award winners this semester. Dr. Martin said she would reach out to the College to obtain more information.

The committee was asked to think about ways to market the work of the committee. Dr. Martin suggested the use of the following words at future upcoming events: Belong, Celebrate, Educate, Advance. The committee will continue to reflect on ways to market the community to interest-holders within the College.

The meeting ended. The committee will continue to communicate electronically as needed regarding the action items.