

Committee on Committees (CoC) Minutes
December 14, 2020 2 PM
Special Called Meeting

Presiding: Melinda Doty

Members present: Melinda Doty, Donna Roberson, Hong Bing Su, Ryan Martin, Toyin Babatunde, Amanda Haberstroh

Ex-officio members present: Jeff Popke, Puri Martinez

Members absent: Tracy Carpenter-Aeby

Guests: Rachel Baker, LaKesha Forbes, Sarah Williams, Crystal Chambers and Amanda Klein (to report on DEI charge)

Recording: Donna Roberson

Agenda item: Approval of minutes from **November 17, 2020**

Discussion: no discussion

Action: approved

Old business

Agenda item: Notice on Faculty Senate matters

Discussion: Second Reading of DELT Charge – Passed -sent to Chancellor for final approval

Action: none, information/reporting

Agenda item: Faculty Assembly candidates

Discussion: Pam Reis as delegate, Toyin Babatunde and Annette Greer as alternates

Action: recommend Pamela Reis as delegate and Toyin Babatunde and Annette Greer as alternates

Agenda item: review and finalize volunteer request

Discussion: Rewording of the gender survey item

Action: change gender survey item to choices of identification as woman, man, gender fluid, nonbinary, and/or two-spirit or prefer not to answer

Action: approved

Agenda item: DEI committee

Discussion: Professors Chambers and Klein present revisions to the request to form a DEI committee. This committee would provide DEI presence in all work/committees and have a group of faculty who can meet together to problem-solve and discuss. They feel very strongly that members of the DEI committee have the ability to attend at least one other committee meeting each semester. Ms. Forbes from Office of Equity and Diversity (OED) was asked to talk about her thoughts about the possible committee. She values the policy and procedure input such a group would have. She remarked that working in isolation will not resolve much but

interaction with other groups helps forward change. Ms. Williams from the Office of Faculty Excellence (OFE) noted that the committee charge does duplicate current work such as OFE and OED plans. She would like a cadre of faculty with expertise in DEI be made available. She notes words that should be carefully considered such as the terms “oversight” and “keeping tabs.” A clear charge is essential. She noted that Eboni Baugh is working to build a steering committee for professional development with volunteers from each unit. Training is “in the works” and expansion of P&T series that includes voices from diverse groups is underway. Dr. Klein noted that there needs to be a central location for activities that improve communication and, because there is not a group representing faculty and engaged under faculty shared governance, this committee will meet that need. Dr. Martinez supports more ex-officio members to facilitate that campus wide communication (OED and OFE rep). Dr. Martinez notes that this committee is very different from any other faculty senate committee and therefore we are being very careful in our discussions. Dr. Klein and Chambers agree with a smaller committee composition with assigned standing committees to visit twice an academic year. Professor Su commented on the importance of listening to other perspectives and was glad that Ms. Williams and Forbes are on this meeting to hear. He supports a need for the new committee to make sure necessary issues are not overlooked – inadvertently or due to competing responsibilities. He commented about the difference between equity and equality – equality achieves fairness treating everyone the same and equity achieves fairness by treating people based on need.

The guests were excused at 3pm for CoC to continue the discussion.

Dr. Martinez thinks we should think about what the revisions are/should be and discuss further at our next regular meeting. We need time to carefully examine. Dr. Babatunde was grateful for the revision by Dr. Popke and asked about the composition – Dr. Popke said 8 is a typical size. He also said we should talk about the role of a liaison from the new committee to others. It could be reasonable to elect 12 faculty in addition to adding OFE and OED as additional ex-officio much like Teaching Grants. Further consideration will be taken by this group.

Action: The CoC agreed to form the DEI committee and will continue refining the committee charge at future meetings. The goal is for a first reading at the February Faculty Senate meeting

Meeting Adjourned 3:35 pm. Next meeting Tuesday, February 9, 2021 at 3pm via Microsoft Teams