Affirmative Action & Equal Opportunity Committee
Meeting Minutes, 10/8/08

Members present:
June Li, Mu-Ling Chang, Jennifer Snoek-Brown, Stormy Stipe (chair), Marge Karsten

The meeting was called to order at 2:05 p.m.

Discussion of Chair & Other Offices
• The members present affirmed the selection of Stormy Stipe as Chair of the committee.
• There will be a rotating secretary to take minutes for each meeting.
• Marge reminded the committee that Kate Kelley, Director of Human Resources, is an ex-officio member of the committee, and that we need a Student Senate representative. Also, a representative from the committee should be on the Women’s Council. Jennifer will talk to Regina Pauly as a possible appointee to the committee and representative on Women’s Council.

Discussion of Committee’s Role & Brainstorming Plans/Activities
• The members present discussed several issues of concern on campus relating to diversity issues, including:
  o the emphasis on hiring American ethnicities instead of international persons;
  o the experiences, effectiveness, and pressures of diversity advocates on search and screen committees;
  o payment of visas for international hires in specific departments;
  o the high level of international applications in specific departments;
  o perceptions of diversity on hiring committees; and
  o the welcoming (or unwelcoming) attitude of the campus and community toward persons of color who are hired.
• There were several project suggestions, including:
  o exploring mentoring on diversity for new hires;
  o bringing speakers to campus, such as R. Roosevelt Thomas from Harvard University; and
  o getting more information from the diversity advocates.
• Stormy will talk to Kate Kelley about inviting diversity advocates to the next meeting.

The meeting was adjourned at 2:50 p.m.

Minutes submitted by Jennifer Snoek-Brown