

Joint Faculty & Staff Council (FSC) Monthly Meeting (March 12, 2009)

Available to view or download at:

<http://www.iupui.edu/~divrsity/facstaff/groups.html>

Meeting called by Wayne Hilson, Director of Multicultural Academic Relations (DMAR) at 2:38pm

Attendees

Wayne Hilson – Office of Diversity, Equity, and Inclusion (ODEI)
Wendy Wheeler – Latino Faculty & Staff Council (LFSC)
Natasha Flowers – Black Faculty & Staff Council (BFSC)
Alicia Anino - ODEI
Michelle Verduzco - LFSC
Johnny Flynn – Native American Faculty & Staff Council (NAFSC)
Charmayne (Charli) Champion-Shaw - NAFSC
Nicole Oglesby - BFSC
Amanda Hellman - LFSC
Patty Alvarez - LFSC

Summary of Topics Discussed

1. Faculty & Staff Council (FSC) - Protocols & Procedures Document
 2. FSC Account Rollover
 3. Office of Diversity, Equity, & Inclusion (ODEI) Calendar
 4. Human Resources (HR) – New Employee Orientation & FSC Exposure
 5. Message from Sherree Wilson of the Office of Academic Affairs
 6. Joint Collaboration – Multicultural Graduation
 7. NCORE Conference
 8. Important Dates to Remember
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1. Faculty & Staff Council (FSC) - Protocols & Procedures Document

Wayne Hilson introduced the *FSC Protocols & Procedures* packet to the group. He briefly went through the document highlighting various points of interest. Several questions were raised in regards to reimbursements and allowable expenses...all of which are detailed in the document. A specific question was raised in regards to Listserv members who do not want to receive information from the councils to which they are automatically subscribed. All members are provided prompts on how to UNSUBSCRIBE from the listserv in the top banner of every message sent. However, to prevent being subscribed in future semesters, it was shared that anyone can contact **Human Resources (HR)** to have their racial/ethnic designation changed or removed. They can: call 317-274-7617, email hra@iupui.edu, or visit at **620 Union Drive, Room 340**

The Protocols & Procedures document can also be viewed and downloaded by visiting:
<http://www.iupui.edu/~divrsity/facstaff/groups.html>

2. **FSC Account Rollover**

Rollover of council funds into the next fiscal year (starting July 1) will be allowed this year. However, this will not necessarily be the case in subsequent years. Wayne Hilson shared with the group that despite the ability to rollover this year, these funds are open to reallocation by the Chancellor in the event of campus budget cuts. Consequently, Wayne suggested that each council attempt to minimize the amount of potential rollover while still being mindful that all funds are to be utilized purposefully and in accordance with the mission of the groups.

3. **Office of Diversity, Equity, & Inclusion (ODEI) Calendar**

A new Office of Diversity, Equity, and Inclusion (ODEI) calendar has been created and placed on the campus-wide Happening at IUPUI site: http://events.iupui.edu/calendar/?cal_id=120. The calendar is not currently populated, so all the councils are encouraged to forward any events, activities, etc. to **Wayne Hilson** (whilson@iupui.edu) to be placed on the calendar. Please include a brief description of the event including date & times, location, etc. as well as a contact person and/or website. An example of an event entry is below:

About This Event

Jane Elliott: The Anatomy of Prejudice

Mar 24 • 03:00 PM – 06:00 PM

SUMMARY

A one-hour presentation during which Elliott uses audience members and visual aids to help us to recognize, identify, and appreciate the differences on which power is assigned, and some of the ways in which we are conditioned to develop some of our perceptions.

CONTACT INFORMATION

Psi Chi and SAPB
cclife@iupui.edu

EVENT SITE --- None ---

REGISTRATION --- None ---

LOCATION

CE – Campus Center
Room: 450
420 University Blvd.
Indianapolis, IN 46202

4. **Human Resources (HR) – New Employee Orientation & FSC Exposure**

Wayne Hilson met with Ellen Poffenberger, Vice Chancellor of Human Resources to discuss ways of increasing the visibility of the FSCs at new employee orientations. She mentioned that the information sessions for new hires are extremely packed with TIAA-CREF, OSHA Safety workshops, etc. that a face to face greeting isn't possible. However, she invited each group to submit a one-page information flyer to be included with the orientation packets.

She also suggested that the councils consider having their information placed in an edition of the HR Update. Lastly, she mentioned a need for more diverse perspectives on the *IUPUI Staff*

Council and suggested a staff representative from each FSC get involved. The council meets on the 3rd Wednesday of each month (at for this semester). The contact person is: **Sue Herrell** (sherrell@iupui.edu). There is also a *Health & Benefits Fair* that takes place in the Fall where groups sometime share tables and pass out information to new employees. The contact person is: **Teresa Martin** (tmartin@iupui.edu).

5. **Message from Sherree Wilson of the Office of Academic Affairs**

The Office of Academic Affairs' Sherree Wilson, Assistant Dean of the Faculties, is reaching out to all of the councils and requesting that ideas on ways her office can support the continued professional development of its faculty members be forwarded to ODEI's **Wayne Hilson** (whilson@iupui.edu). Ideas on workshop topics, speakers, etc. are enthusiastically welcomed.

6. **Joint Collaboration – Multicultural Graduation**

The topic of hosting a joint, multicultural student graduation ceremony was re-introduced. Those in attendance supported the idea but those in attendance agreed that to plan a joint event of that potential scope and cultural complexity would not be feasible at this late date in the semester. Particularly in light of the existing student ceremonies that are currently in the planning and implementation stages (i.e. LFSC student recognition, BFSC “Young, Gifted, and Black” ceremony). The possibility of this is still on the table for next year with proper coordination and planning. For future consideration, ideas were shared about modeling a “joint ceremony” after the Top 100 recognition model (recognizing academic achievement) and/or particularly active participation as a member of a student advocacy group (i.e. BSU, LSA, GSA, etc.)

It was agreed that perhaps the best way to move forward with a joint collaboration is to: ¹**extend funding support to the Multicultural Center’s Student Recognition event** and ²**sponsor any additional FSC faculty and/or staff (or student) to attend the National Conference on Race & Ethnicity in American Higher Education (NCORE)**. It’s expected that any members being supported will have been evaluated prior to submitting their name for sponsorship.

7. **NCORE Conference**

As an extension of the discussion on joint collaboration opportunities was a general discussion about NCORE...the **National Conference on Race & Ethnicity in American Higher Education**: <http://www.ncore.ou.edu/> (May 26 – 30, 2009 in San Diego, CA). There is relatively large number of IUPUI faculty, staff, and some students who attend every year. Other than some IUPUI attendees taking it upon themselves to meet at the conference for dinner to discuss their experiences for the day, there has never been a concerted effort to organize an IUPUI contingent with the goal of “bringing back”, discussing, and translating the ideas and models garnered from the conference into action items for our campus. Several meeting attendees believe that IUPUI and the councils should lead these efforts to facilitate broader discussions on diversity issues...leading to systemic changes.

Several ideas were offered as ways to promote a unity of purpose amongst IUPUI conference attendees as well as facilitating valuable dialogues and educational opportunities for all of campus:

- **Pre-conference briefing** organized by the Office of Diversity, Equity, and Inclusion. This would serve as an opportunity for campus faculty, staff, and students to connect prior to the conference as well as strategize about what we want to “bring back”.

- With a direct tie to the **IUPUI Diversity Plan** (<http://www.iupui.edu/~divrsity/>), conduct a summit prior to the start of classes to discuss what was garnered from the conference, leading to the planning and initiation of year-long programming (i.e. speakers, workshops, symposiums, etc.)
- The **Multicultural Center (MC)** serving as a resources hub where relevant conference materials, books, etc. can be housed and utilized by all campus constituents.

There is a similar campus-wide initiative in existence, with NCORE serving as its foundation, at Iowa State University called NCORE/ICORE where they send people to the conference and have a post-conference *conference* on campus. There doesn't seem to be a website, describing these meetings in detail.

An IUPUI initiative has the potential to be more sustentative as well as engage a more diverse, surrounding Indianapolis community. In addition, it was suggested that whatever terminology/titles/acronyms are used to describe an IUPUI initiative should reflect a more inclusion definition of diversity (i.e. GLBT, ADA, etc.). It was also recommended that some sort of FSC/ODEI-sponsored **Diversity Award** be given each year to the person(s) who best translates the tenets and objectives of NCORE into action on our campus.

8. Important Dates to Remember

- Chancellor's Diversity Cabinet Meeting
March 31st in AO 103 (8:30-10:00am - a representative from each FSC is invited to attend)
- Next Joint FSC Meeting
April 9th in CE 409 (2:30-3:30pm)
- Send list of names & contact information of NCORE attendees to *Wayne Hilson* (whilson@iupui.edu) or *Alicia Anino* (alscampb@iupui.edu).
March 25, 2009 (Forward student names to Alicia)
- NCORE Early Bird Registration
March 31, 2009

Meeting adjourned - 4:24pm