

**College of Arts and Sciences**  
**Faculty Council**  
**Meeting Minutes**  
**March 9, 2018**

**Attendees:** Elizabeth Bell, Lee Braver, Pablo Brescia, Eric Eisenberg, Cecil Greek, Tc 0.006 T5. (I)1.7 (N  
Kersuze Simeon-Jones, Sue Rhinehart, Steven Walczak , Guest Speaker: Francis Ramos

**Absent:** Allison Cleveland -Roberts, Antoinette Jackson, Sarah Kruse,

- I. Meeting called to order by Dr. Brescia
- II. Review of Minutes: February Minutes were reviewed and approved
- III. Guest Speaker – Dr. Francis Ramos, CAS Diversity committee chair presented three proposals to the CAS Faculty Council committee.

1. All academic departments identify a faculty or staff person as their Diversity “officer ” to work with the department and the CAS Diversity committee. This person would be a contact for the department but would not have reporting responsibilities .

to the proposals. A.) Service: Should this be shown under service? Maybe start it out under service and review it annually . B.) Staff vs Faculty person to hold this position ; should be called Officer or Liaison? It was decided a tenured faculty should hold the position and to call the position Liaison. C.) How to pick liaisons – do it by election within the department. The following items were brought forward for Dr. Ramos to take back to the Diversity Committee to consider. Diversity initiative should extend to student recruitment s. Have departments set their own Diversity plans. Have chairs attend Diversity training annually. Have new liaison’s meet at least once a semester. Once liaisons are established , Dr. Elizabeth Bell will work with DIEO about setting up annual workshops. Make Faculty search committees aware or remind them about Diversity initiative when doing their new faculty searches. Will have a new Diversity and Inclusion VP (Haywood Brown) shortly and the Diversity committee might want to meet with Dr. Ramos will report the results of the meeting with the Faculty Council to the Diversity committee and will bring updated proposals to the next CAS Faculty Council meeting on April 12, 2018. The CAS Faculty Council committee then can vote on the new proposals. The new Diversity proposals can be brought to the faculty’s attention at the

2018 Spring Assembly , with possible effective date for policies to go into effect in the