

UCIC Meeting – Friday, January 10, 2020

1-3 pm – 2 Hornby Hall

Minutes

Present: Marco Schindelmann, Devan Steele, Robin Cooper, Denise Spencer, Dalyn Montgomery, Chris Barnes, Paige Mann, Jennifer Tilton, Nora Pulskamp, John Walsh, Martin Hoecker-Martinez, Peter Tupou, Keith Osajma

1. Review/discussion of any unfinished UCIC activities from Fall 2019
 - a. Briefly discussed some of the on-going matters from last semester that may need some follow-up, or continued attention to see how they unfold like:
 - i. Och Tamale and Chinese words contained therein
 - ii. Where are we on Thin Blue Line flag?
 - iii. Neither was discussed much and no further action was suggested
2. Had a good discussion of on a range of interrelated topics, that included:
 - a. On UCIC relationship with new SDIO. Christopher Jones is arriving Feb. 1, and we talked about the relationship between him and our group. Should he be a member of UCIC or should the SDIO office be independent? We did not seek to make a decision, but to initiate the conversation. It was good to hear different views. There's agreement that our overarching mission and commitment to advance and ingrain practices that will be just and equitable implores us to work in tandem. So the question is how can that relationship be delineated to make sure that it enhances our ability to realize that goal. The general feeling is that there should be some independence between UCIC and SDIO office so we could be a separate support for Christopher, so we can bring up issues to him that we think are important from our many vantage points, and so that we could be an independent advocate. We will invite him to our February meeting, and will continue to think about this with him.
 - b. On UCIC – as part of the conversation about the SDIO, we talked about issues of confidentiality related to UCIC meetings. People expressed concern that what was being discussed in meetings was later taken into the community with negative outcomes. For the group to be effective, people must be able to speak candidly, disagree, and risk unpopular positions without later jeopardy. So there was agreement that confidentiality beyond the meeting is important. At the same time, we want and need to make known the work of UCIC. So stronger efforts are needed to share what we're doing, and there was concern that the issue of confidentiality might inhibit efforts to make UCIC work known. As a path through these concerns, it's important to let people know what we're doing (including that there are debates and disagreements) and to be thoughtful in our sharing to maintain confidentiality and the brave space of UCIC meetings.

- c. The formation of the MLK Steering Committee to plan events for this month was mentioned as a good example of how the UCIC helped to establish a structure that could be on-going. This reminded us of our mission which is to ingrain into the institution practices, policies and structures that will advance matters of diversity, inclusion and equity.
 - d. Heard from members about issues, events and concerns that can be on our collective radar:
 - i. There is a Math/Physics drop-in tutoring program Sunday- Thursday that UCIC can be aware of help to get the word out.
 - ii. Events in Iran and Iraq have impacted many in our community.
 - iii. On January 31 the Meditation Room will put on an African drum circle event, at 5-7 pm, on a monthly basis.
 - iv. Concerns about the financial hardships faced by many students, especially in CAS were raised. This led to a discussion of challenges faced in the book lending program. Books prices are increasing and there are trends in the publishing world to do more digital publishing that undercuts used books and sharing books. Peter is talking with Tim Seiber about bringing this to the attention of the CAS faculty assembly. Also Paige mentioned Open Educational resources as another effective way to bring costs down if professors can find or develop OER materials for classes. Another problematic manifestation is the practice of dropping students from registered classes when there are financial payment problems. This can be a cause of much anxiety and is a problem with getting into classes. Keith will seek information on this.
 - v. Issue of incorporating and emphasizing Diversity, Equity and Inclusion (DEI) issues into the promotion and evaluation process was raised. For faculty this may mean engaging with faculty governance about Faculty Handbook changes. It may also be something to raise with Human Resources.
 - vi. On a related note, we recalled that the EUREKA program offered training in this area, but has not been offered of late.
 - vii. Mental health issues facing students, long waitlists persist
 - viii. Native Student programs is going to put on a Pow Wow this spring and a Native film series. The need to pay on-going attention to Native student issues, and the development of NSP and Native American Studies was mentioned, particularly as it relates the University's relationship with tribal nations.
3. The next UCIC meeting will be on **Friday, February 7th, from 1-3 pm in 2 Hornby**. This is a change from the originally scheduled time of February 14th. Please make note of this change. We will invite Christopher Jones to join us.