

# Faculty of Color (FOC) Dialogue with the UVM Council of Deans

## Agenda

[Ernesto Méndez Facilitates]

1. Introductions [5 minutes]
2. FOC Intro and meeting objective [5 minutes]
3. Elaboration of Our Earlier Recommendations [15 minutes]
  - Spousal support [4 mins - Melissa Pespeni]
  - Support for mid-career and leadership advancement [4 minutes-Cynthia Reyes]
  - Resources for FOC initiatives and coordination across colleges [4 minutes- Jinny Huh]
  - Cluster hire and large setup packages [4 minutes- Pablo Bose]
4. Key Questions for the Council [15 minutes]
  - How are you proactively creating a community of support and belonging for FOC?
  - What are your unit's top 2-3 biggest hurdles to FOC recruitment/retention?
5. Next Steps [5 minutes]
  - Information sharing with the FOC about resources allocated for Diversity, Equity, and Inclusion in their colleges and position descriptions of DEI staff.
  - FOC develops cross-campus coordination strategies and shares with the Council
  - Schedule another conversation?

# Meeting Objective

To start an on-going collective dialogue between the Faculty of Color (FOC) group and the Council of Deans, in order to more effectively address Diversity, Equity, Inclusion and Antiracism across UVM.

# UVM Faculty of Color Group (FOC) Current Listserv Count: 80



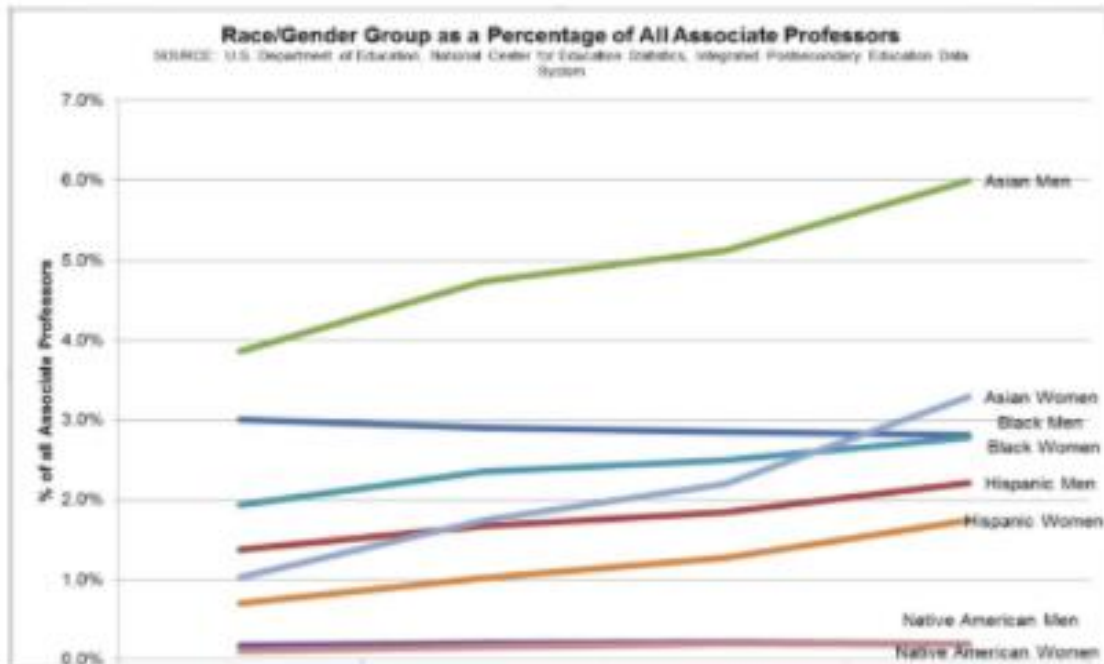
YEAR	ACTIVITY/EVENT
<b>2017</b>	FOC Listserv created
	Inaugural FOC Retreat at Clemmons Family Farm
	FOC Holiday Gathering
<b>2018</b>	Meeting with President Sullivan re: Student Protests/NoNames for Justice
	Second Annual Retreat including several BIPOC staff
	FOC Dinner
<b>2019</b>	Writing Retreat
	Third Annual Retreat with regional BIPOC faculty and staff from Dartmouth, Middlebury, St. Michael's College, Champlain College
	Meeting with President Garimella
<b>2020</b>	UVM Faculty of Color Letter re: FOC Retention sent to BoT, President Garimella, Provost Prelock, Faculty Senate President & Vice President
	Fourth Annual Regional BIPOC Faculty and Staff Retreat
	Meeting with Faculty Senate President & Vice President
	UVM BIPOC Faculty and Staff Retreat
	Meeting with Council of Deans

# Resources Related to Dual Academic Hires to Increase Faculty of Color

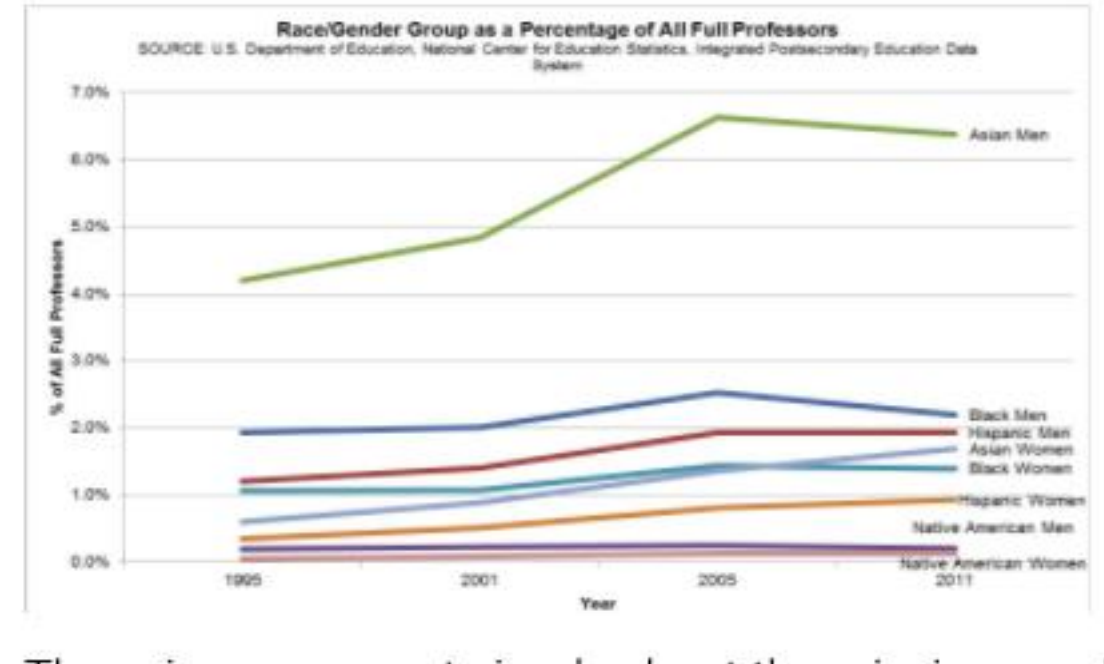
- **Dual-Career Hiring for Faculty Diversity: Insights from Diverse Academic Couples**  
[https://proctor.gse.rutgers.edu/sites/default/files/Proctor\\_Report.pdf](https://proctor.gse.rutgers.edu/sites/default/files/Proctor_Report.pdf)
- **Article and Interview on the above study:** <https://diverseeducation.com/article/187299/>
- **Report from Stanford University on Dual Hires**  
[https://gender.stanford.edu/sites/g/files/sbiybj5961/f/publications/dualcareerfinal\\_o.pdf](https://gender.stanford.edu/sites/g/files/sbiybj5961/f/publications/dualcareerfinal_o.pdf)
- **How to Diversify the Faculty**  
Smith, Daryl G. *Get beyond the myths and adopt new hiring practices if you want to add significant numbers of minority group members to the faculty.*  
[PDF](#)
- **How one university has diversified its faculty**  
<https://www.insidehighered.com/views/2020/01/20/how-one-university-has-diversified-its-faculty-opinion>
- **Diversity increases novelty and impact of scholarship in STEM**  
The Diversity–Innovation Paradox in Science  
Bas Hofstra, Vivek V. Kulkarni, Sebastian Munoz-Najar Galvez, Bryan He, Dan Jurafsky, and Daniel A. McFarland  
[PNAS April 28, 2020 117 \(17\) 9284-9291](#)

# Mid-Career BIPOC Faculty

## % of Associate Professors

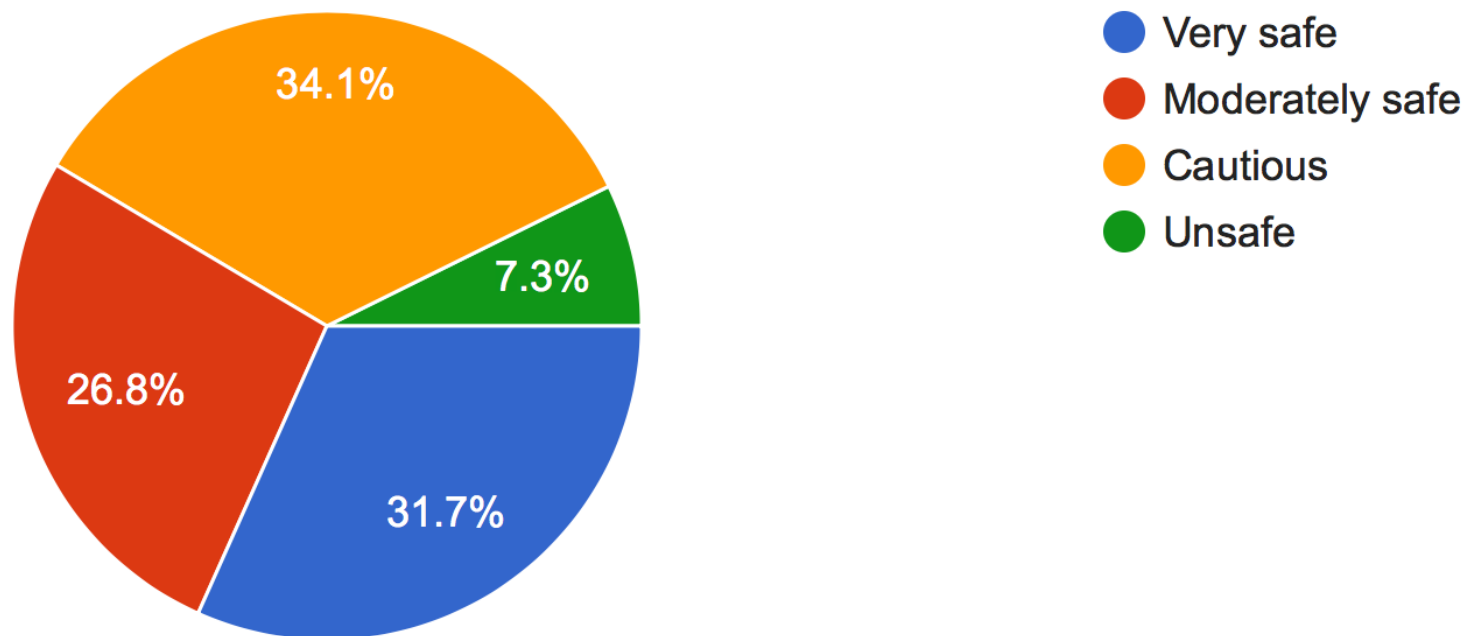


## % of Professors

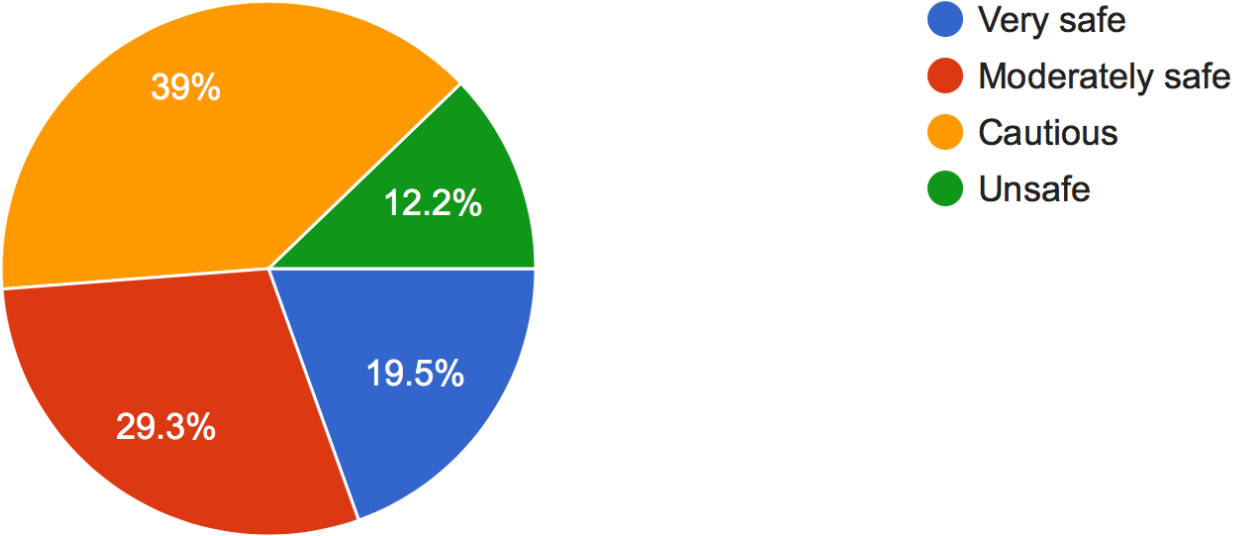


Misra, J. & Lundquist, J. (2015) Diversity and the Ivory Ceiling. Inside Higher Education. <https://www.insidehighered.com/advice/2015/06/26/essay-diversity-issues-and-midcareer-faculty-members>

How safe do you feel to speak up on BIPOC issues in your unit?



How safe do you feel to speak up about BIPOC issues at UVM?



# Food for Thought

- Do you offer annual conversations with BIPOC faculty, staff, and students in your college to identify needs and concerns?
- How racially diverse are your committees (both departmental and college level)?
- What is the percentage of BIPOC Full Professors in your college?
- Is your senior leadership racially diverse?
- How much of your baseline budget is reserved for DEI initiatives?



# Key Questions for the Council

1. How are you proactively creating a community of support and belonging for FOC?
2. What are your unit's top 2-3 biggest hurdles to FOC recruitment/retention? To promotion?

# Next Steps

1. Council shares information with FOC about resources allocated for Diversity, Equity, and Inclusion and position descriptions of DEI staff.
2. FOC develops cross-campus coordination strategies and shares with the Council.
3. Schedule another conversation?