



Agenda

President Diversity Advisory Community Council (PDACC)
April 21, 2017 | 11:30am –5:00pm | Ford Alumni Center, Gustina Ballroom

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| 11:30am | Light lunch and networking |
| 12:00pm | Welcome – PDACC Co-Chairs
Announcements and agenda – VP Alex-Assensoh
Introduction of Ex-Officio Members, Deans and Invited Guests |
| 12:20pm | President Schill’s welcome and charge |
| 12:40pm | Updates and Q&A <ul style="list-style-type: none">- IDEAL- DACA- Strategies Groups<ul style="list-style-type: none">▪ ADPI▪ Native▪ Black▪ Latino |
| 1:30pm | Committees begin work
<i>(see membership per committee below)</i> |
| 3:00pm | Committee work ends <i>(snack break and prep time for reporting out)</i> |
| 3:30 pm | Committee Reports and next steps |
| 4:45pm | Closing remarks – VP Alex-Assensoh and PDACC Co-Chairs |
| 5:00pm | Adjournment |



Committees

FACULTY RECRUITMENT AND RETENTION

PDACC members: Michelle Singer, John Branam

Ex-Officio Members: Scott Coltrane, Provost and Senior Vice President, Doug Blandy, Senior Vice Provost, Susan Anderson, Senior Vice Provost, David Conover, VP for Research, Kevin Reed, VP and General Counsel and Gordon Hall, Interim Director of the Center on Diversity and Community

Over the last four years, we have increased the hiring of faculty of color by 4%. As we continue to hire more diverse faculty, we also need to ensure that we are retaining them. What are our ideas for retaining diverse faculty? What role will the IDEAL framework play in moving this work forward? What kinds of policies, community collaborations and resources are helpful toward these ends?

Work Product: Tactics and action steps about how to better recruit and retain diverse faculty, including women in science, faculty of color, disabled faculty, et. al., which can be utilized by Schools and Colleges in moving this work forward.

RICH, DIVERSE STUDENT EXPERIENCE & STUDENT ACCESS AND SUCCESS (COMBINED COMMITTEES)

PDACC members for Student Experience Subcommittee: Linda Hwang (Co-Chair), Greg Evans, Kahseuss Jackson (Chair), Ricky Poon, and Remie Calalang

Ex-Officio: Kevin Marbury, Interim VP for Student Life and Kris Winters, Dean of Students

PDACC members for Student Access and Success Subcommittee: Alicia Hayes (Chair), Cobi Lewis, Dante James (Co-Chair) and Linda Hamilton

Ex-Officio: Lisa Freinkel for Undergraduate Studies, Scott Pratt, Dean of the Graduate School, Andrew Marcus, Dean of the College of Arts and Sciences

Guests: Representatives from the ADPI, Black, Latino, and Native Strategies Groups



The University of Oregon has four strategies groups or employee resource groups for Native, Black, Latino and Asian/Pacific Islander Faculty, with the idea of working to improve retention, recruitment and success for students, faculty and staff of color. With the exception of Native Strategies which was founded several years ago, our Strategy groups are new and have not been connected to other entities on campus with similar mission. The purpose of this work session is for PDACC members to learn more about the work that each group is doing to help Strategies groups identify points of collaboration across campus with one another and with new partners, including PDACC, in ways that help them to accomplish their missions.

Work Product: Points of collaboration for Strategies groups in working with one another as well as with various schools and colleges on campus.

COMMUNICATING ABOUT DIVERSITY AND WITH DIVERSE CONSTITUENCIES

PDACC members: Michael Alexander (Co-Chair), John Haroldson (Chair), Susan Sygall, and Eric Richardson

Ex-Officio Members: Kyle Henley, Kelly Menachemson, Jamie Moffitt, Nancy Resnick, and Michael Andreasen

Vice President Kyle Henley, Alumni Association Director and VP for Advancement will engage the PDACC committee in a discussion about their work in communicating about and with diverse constituencies. Now that the UO communication system is coordinated under the authority of a single VP and the Alumni Association has outreach programs for diverse alumni and Advancement is focused more intentionally on diversity, there is much to learn and discuss in the area of communication and mutual advocacy.

Work Product: Tactics and action steps about how the PDACC and various UO units can partner and collaborate to advance and advocate on behalf of our mutual interests and goals.