



September 16, 2019

Brenda Williams, Chair
Faculty Council on Multicultural Affairs

Dear Professor Williams:

The Faculty Council on Multicultural Affairs is charged with responsibility “for all matters of policy relating to the interests of faculty of color” (Faculty Code, Sec 42-48).

Our recommendation is that the council identify specific goals that can be accomplished by the end of the 2019-20 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Develop a proposal regarding a required statement of diversity for University employment, promotion and merit.
- Explore and collect data regarding service load, working conditions, and career paths of faculty members of color.
- Continue to evaluate the Faculty Code through the lens of multicultural affairs, diversity, and difference, with the potential use of Class A legislation to strengthen equity and fairness.

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate website to communicate the important work you are doing.

Many thanks to you and the members of your council, on behalf of Senate Leadership and the faculty of the University, for all your time and work this coming year. I wish you all the best and look forward to working with you.

Sincerely,

A handwritten signature in black ink that reads "Joseph Janes".

Joseph Janes
Chair, Faculty Senate