

SCMFA 2.06.04

Meeting began 9:43 Am

The Committee reviewed the recruitment letter drafted by Cynthia del Rosario, and agreed on edits. She will make the changes and send the letter out to minority faculty on the "opt-out" list. Helen Remick described the genesis of the list.

Corey Murata said he is on another minority faculty list where he gets similar announcements. It would be better if these lists were consolidated so there aren't so many emails, and so everyone gets the same information at the same time. Some members agreed – at least one did not, and likes getting information from various listserves.

Mentoring

There is a mentoring workshop May 17-18, by Prof. Darrell Smith of Claremont College and Yolanda Moses of City University of New York. They have done serious research on mentoring, and this should be very worthwhile.

Barbara Krieger-Brockett, SCFW chair, is interested in a joint meeting between SCFW and SCMFA on mentoring. Murata said SCMFA should work on mentoring as a major thrust for next year. Johnella Butler has a small budget and would be willing to work jointly on this.

There was a workshop on mentoring at the Faculty Orientation, but there is no requirement for mentoring due to the recent lawsuit brought by a former faculty member who alleged she was inadequately mentored. Her mentoring group led her to believe, she said, but when it came time to evaluate her for promotion and tenure, she was not doing fine. This gave mentoring a bad name. Unfortunately, there were no links between the mentoring group and the evaluation committee.

Different people need different things in mentoring. Karen Lincoln said she has had good mentoring at Michigan and at the UW, meeting regularly with her mentor even after achieving tenure. She believes a mentoring workshop should focus on asking the right questions.

In examining new direction for SCMFA, Helen Remick said the committee is very member driven. Maybe more time should be spent asking "Why did you want to be on this committee?"

Kyoko is interested in the whole campus climate - there are some differences in interests between foreign born minorities and native born minorities. There are great differences between upper and lower campus, especially in the Medical School. There are more faculty on SCMFA from Medicine than from arts and Sciences. There are problems in connecting, due to the complexity. People came to this committee and claim they know the faculty, but it is different in the school of medicine. Life is very different in the Med

school. Women help with group bonding. Murata remembers last year SCMFA was almost entirely medical.

Lincoln asked the group to consider "What would be the best use of our time, and how can we make an impact? What is our role? We have this committee - what do we want to do and how can we do it?"

Remick said keeping the committee going is important, because it serves both a social and a work force purpose. Both kinds of events could be put on. Some years, the Committee has had open houses at the President's house. That is really important.

Members should be willing to do work outside the committee. Perhaps a discussion is needed on the Committee's focus. There was also a consensus that new members are needed, including non-minorities.

The meeting was adjourned at 11:10 a.m. *Minutes by Linda Fullerton, Recorder, from notes by Tasha Taylor.*