May 30, 2018

Dr. Alexander N. Cartwright  
Chancellor - University of Missouri, Columbia  
Office of the Chancellor  
105 Jesse Hall  
Columbia, MO 65211

To: Chancellor Cartwright  
Care of: Dr. Anna Ball, Faculty Fellow for Faculty Development  
Attention to: Michelle Marsden

On behalf of the Minority Affairs Committee (MAC)

Report submitted by MAC Chairs: Dr. Jamille Palacios Rivera and Tara Rae Warne-Griggs

Charge of MAC:
“The charge to the Minority Affairs Committee is to assess and to make recommendations to the Vice Chancellor for Inclusion, Diversity and Equity regarding the programs, policies and services for minority students, faculty and staff.”

MAC Members:

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1 Chair until November, 2017.
Ex Officio

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MAC Meetings:
August, 2017 – September, 2017: Doodle Poll to determine monthly meeting times and corroborate contact information at MAC’s website.
October 2nd, 2017: Meeting (click here to read minutes)
November 6, 2017: Guest Speakers - Sean Olmstead LGBTQ Resource Center Coordinator and Donald Gilliam and Velma Buckner from Gaines/Oldham Black Culture Center (click here to read agenda)
November 15, 2017: Kristen Taylor met with Tara Rae Warne-Griggs (read notes here)
November 27, 2017: Kristen Taylor’s resignation (email sent here)
December 11, 2017: Last meeting of the year no agenda and few attendees
January 17, 2018: First meeting of the year (no chair appointed or elected, no agenda, here are the meeting notes)
February 23, 2018: Guest Speaker - Dr. Kevin McDonald (find notes here)
No meeting in March
April 9, 2018: First meeting with Tara R. Warne-Griggs Co-Chair of MAC (here is the agenda and minutes)
April 23, 2018: Updates on proposal to change name, charge, and membership (read agenda and minutes)
May 9, 2018: Moving forward (read agenda and minutes)

MAC Achievements:
The Minority Affairs Committee (MAC) had a great 2017-2018 academic year. MAC began assessing current issues and resources related to minorities. To align with
recent MU community’s efforts on diversity, inclusion, and equity, MAC extended its
assessment to issues and resources related to diversity, inclusion, and equity. The MAC assessment under Dr. Kristen Taylor’s leadership, shows MU institution’s engagement and undertaken efforts toward more diversity, inclusion, and equity. In addition, the assessment showed a need for MAC to align its charge with MU Inclusive Excellence Plan. Unfortunately, Dr. Taylor resigned in November, interrupting the workflow.

At the end of February, MAC elected Dr. Jamille Palacios Rivera as interim chair to lead until the end of the 2017-2018 academic year; and following a recommendation by the Director of the Office of Diversity, Inclusion, and Equity (ODIE), appointed Tara Rae Warne-Griggs, an ODIE Staff, as co-chair. Under the new leadership, MAC submitted a proposal to change name, charge, and membership. The proposal was approved by the MU Chancellor Dr. Cartwright. The MAC is officially the Council for Inclusive Excellence (CIE) effective next year (2018-2019). The CIE is now in the process of designing bylaws and getting ready for undertaking its new charge.

Below is a summary of MAC’s assessment.

- **MU Inclusive Excellence Plan:**
  MAC discussed the MU Inclusive Excellence Plan which is centered on the following dimensions: 1) Access and Success; 2) Institutional Climate and Intergroup Relations; 3) Education and Scholarship; and 4) Institutional Infrastructure. Community engagement though, is key to plan’s success; it depends on all constituents’ involvement, not on the administration’s sole involvement.

- **LGBTQ Resource Center:**
  Sean Olmstead, Coordinator, was invited to present Center’s programs to MAC members. The highlight of Mr. Olmstead’s presentation was a 4.5/5 score on the Campus Price Index. This score serves as an overall indicator of MU’s commitment to establish and practice policies and programs toward an inclusive LGBTQ community.

- **Gaines/Oldham Black Culture Center:**
  Donald Gilliam and Velma Buckner presented sponsored programs to MAC members. Among their events are the following: Black Faculty/Staff and Student Mixer, Black Culture Awareness Week Soul Food Dinner and Art Expo, Black Women Rock, and Critical Conversations.

- **Faculty Council (FC):**
  Among the FC efforts is its commitment to evaluate and support options related to diversity and inclusion in the curriculum. The Faculty Council is paying special attention to the implementation of 3-credit hour diversity intensive requirement at the College of Arts & Science. The committee will communicate and work with departments and colleges to help them create similar programs and ask faculty for
campus-wide solutions to pursue. They established two sub-committees: The Diversity Enhancement and the Race Relations.

1) The Diversity Enhancement Sub-committee Efforts:
- passed a resolution to build a memorial to honor enslaved persons who helped build MU; and support a proposal from the MU Residence Hall Association to name a residence hall after Lucile Bluford, an African American woman who was prevented from attending MU.
- Diversity training - implemented diversity training for new students (freshmen, transfers), but it is looking at options for diversity training for other campus members – e.g. all undergraduate and grad students who matriculated before the new training existed, post-docs, researchers, faculty, and staff.
- Increasing Diversity on Campus – effectively recruit a diverse MU body of students, faculty, and staff.
- Family Friendly Campus - evaluate issues like daycare on campus that can cut across all groups (e.g., undergraduates, grads, faculty, and staff). The committee will follow up on previous years’ work on these matters and will coordinate with the Family Friendly Campus Committee.

2) Race Relations Committee Efforts:
- The focus has been on bringing together individuals with different mindsets (i.e. those who consider racism to exist at MU and those who do not) to listen to each other and understand alternate viewpoints.
- Created anti-racism videos [https://www.mizzourec.com/news/2015/11/faculty-council-committee-on-race-relations/]
Appendix

Proposal for MU Council for Inclusive Excellence

I. Mission and Charge
- The purpose of the MU Council on Inclusive Excellence is to promote and facilitate the implementation of the Inclusive Excellence framework across all sectors of the University. To that end council members will
  a. Collectively review and provide feedback on academic and functional unit inclusive excellence plans
  b. Synthesize unit level plans into a comprehensive campus inclusive excellence plan for submission to the UM System
  c. Serve as an ongoing working group for cross-campus information sharing, data analysis, and collaboration on programs and initiatives advancing our pursuit of diversity and inclusion throughout campus
  d. Engage faculty, staff, and students in conversations (1) challenge practices that create barriers to engagement and success of underrepresented and underserved groups, (2) improve awareness of the strength diversity and inclusion brings to our campus, (3) support/propose innovations that accelerate progress on our inclusive excellence goals, (4) foster an intellectually vibrant and inclusive climate for the entire MU community.

II. Roles and Responsibilities
- Member term is a renewable minimum of one year
- Designate an alternate if unable to attend meetings
- Provide updates on programs and initiatives in their units
- Disseminate information to colleagues in their unit
- Review data and inclusive excellence plans to ensure substantive action on inclusion, diversity, and equity is occurring in each unit at MU
- Evaluate existing practices, policies, programs, curricula, initiatives etc. ..., to move the institution towards its inclusive excellence goals
- Identify strategies, projects, and recognition needed to promote our inclusive excellence goals

III. Council Composition
- Members will be broadly representative of constituents across campus. Composed of faculty, staff, students (undergraduate, graduate, and professional), post docs, and administrators (20-30 members)
- Members can be nominated by the Chancellor, Provost, deans, and executive committees of faculty, staff, student governance groups, and affinity groups/committees.
- Members can also self-nominate by contacting either of the co-chairs.
- Council will be staffed by Senior Diversity Assessment & Research Management Consultant in IDE with input from campus leadership

IV. Membership Criteria
- Commitment to advancing inclusion, diversity, and equity at MU
- Understanding of the dimensions of diversity and of the inclusive excellence framework
V. **Structure and Governance**
   - Council will report to the Chancellor, the Provost, and the VC for Inclusion, Diversity, and Equity
   - Council will be co-chaired by a faculty member and a staff member
   - Subcommittees may be created to accomplish the work of the Council
   - Council will meet monthly from September 2017 through January 2018, then move to bimonthly meetings for the remainder of the Winter 2018 semester

VI. **Suggested initial names for consideration/contact**
   - There is some interest on the part of the Minority Affairs committee (currently a Chancellor’s standing committee) to evolve into the Inclusive Excellence Council. Their current membership appears to meet the requirements outlined above.


Introductions of members of the 2017-2018 Minority Affairs Committee. In attendance were 2 faculty members, 1 staff member, 3 undergraduate student members, 1 graduate student member and 2 Ex Officio members.

Review Current Initiatives/Programs/Events

N. Azizan-Gardner discussed details of the UM Inclusive Excellence Plan. The plan is centered on four dimensions: 1) Access and Success, 2) Institutional Climate and Intergroup Relations, 3) Education and Scholarship, and 4) Institutional Infrastructure. For success, this plan must be owned and invested by all constituents—not just the administration. The plan is in the data generation phase right now. Quantitative and qualitative data are being gathered by units and are due to the office of Inclusion by October 16th.

Discussion: The UM excellence plan framework will be provided to committee members. D. Young discussed a 5th dimension is now being included in the framework that centers on community engagement. It is important to circle back and make sure that students are aware of the framework and are engaged. Donell will reach out to MSA and GPC.

K. Taylor discussed activities of the Faculty Council Diversity Enhancement Subcommittee. The subcommittee supports the memorial to acknowledge the enslaved persons that built MU. This initiative was originally brought forth to the faculty by Frank Schmidt (Biochemistry) and Jim Van Dyke (Art History). A resolution has been passed by the faculty council in support of this monument. The subcommittee has also drafted a note in support of a proposal from the MU Residence Hall Association to name a residence hall after Lucile Bluford an African American woman who was prevented from attending MU. If approved by the Faculty Council, this will be presented to the Board of Curators.

Discussion: Educating the community is key. There is a large body of historic research that has been conducted and written about by members of the faculty. It is important that we begin to share this historic research with faculty, staff, students and community members.

Suggestions for Committee Projects
1) Be involved in educating the MU, city, and state communities about the history of the University from the minority perspective.

2) Sponsor Difficult Dialogue Sessions: For example, building on current issues such as the removal of offensive monuments/commemorations, sponsor/facilitate dialogue centered on the Thomas Jefferson Memorial.

3) Need for streamlining the IT infrastructure. For example, MU has an excellent policy on preferred names; however, all systems do not recognize the preferred name so issues sometimes arise for transgender individuals. Suggestion to contact Pelema Morrice to talk to our committee about name issues and what is being done to “unify” our infrastructure.

4) Build sense of community/sense of belonging for students. To do so will require difficult dialogues. Form a pilot group of students that would participate. See what works/what doesn’t and extend efforts to include more students.

5) Students describe safety issues and feeling unsafe. Understand what this means and if we can help.

6) Consider issues encountered by disabled students, faculty and staff. A suggestion was made to bring in a disabled student to talk with the committee and also someone from administration.

7) Be sure not to leave out “other” minorities (disabled, LGBQT, other races and religions) while defining our priorities. The concept of intersectionality was discussed as an important consideration in the development of our plans.

Finally, the question was raised as to whether the Minority Affairs Committee needs a name change.
Respectfully submitted,
Kristen Taylor
Meeting Agenda
Monday, Nov. 6, 2017; 11-12PM;
Medical Sciences Bldg. MA223

Meeting Goal: Define priorities for the 2017-1018 academic year.

AGENDA:

1. Approval of minutes from 10-2-2017 meeting
2. Guests- Sean Olmstead Coordinator, LGBTQ Resource Center
   i. Donald Gilliam and Velma Buckner, Gaines/Oldham Black Culture Center
3. Discussion Items
   a. Inclusive Excellence Opportunities
4. Other

November 15, 2017
Kristen Taylor, MAC Chair with Tara Rae Warne-Griggs, Senior Diversity Assessment & Research Management Consultant

The goal is to have inclusive excellence embedded in everything that happens at MU. Several issues were discussed:

1) The current campus inclusive excellence plan needs improvements. Only had 6 weeks to devise a plan and submit. One purpose of the council will be to set the agenda and campus priorities for inclusive excellence.

2) Annual plans are required from ~30 units across campus. First plans were due Oct. 16th 2017. The Council will evaluate plans.

3) A common theme in discussing this initiative with Kevin McDonald, Tara Warne-Griggs and Noor Azizan-Gardner (Assistant Vice Chancellor for Administration) is a desire for the direction of the initiative to come from faculty, staff, and students. They each have mentioned that they don't just want buy-in from faculty, staff and students, but want involvement from the beginning to devise the inclusive excellence initiatives.

4) The vision is to have the Council meetings running like quality improvement projects. The Council will request information and meet to have open-ended discussions. Meetings will be held once a month.

5) Unclear where we, as a committee, stand with regards to the demands raised in 2015. Communication needs to improve on how do students/others find things out? Very difficult to have to go to individual group’s websites for information.

6) Marginalized groups are given space in basements while the white-male-heterosexual space is on main levels. It would be great to have white-male-heterosexuals present forums on the main levels of buildings to educate about the marginalization of particular groups.
7) Important to create space (i.e. provide funding/protected time) for faculty and staff to have time to work on inclusive excellence.

8) The need for difficult dialogue forums/groups has been a recurrent suggestion.

Notes edited for the report by Dr. Jamille Palacios Rivera

Chair Resignation Email

Dear Colleagues,

I am relocating to Florida and will no longer be able to serve as Chair of the Minority Affairs Committee. It has been an honor and privilege to be a part of this committee. My home went under contract last week and we have a very quick closing. Room MA223 is reserved for a meeting on Dec. 11th at 11:00 am. I will be unable to attend the meeting.

Thanks to you all for your commitment to the committee. I wish you all the best!

Sincerely,

Kristen

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Minutes for January, 2018 meeting:

We first noted it would be good to hear from Dr. Kevin McDonald on what he would like us to do as well as see how we can help him and his initiatives. It was noted that the charge of MAC is: “to assess and to make recommendations to the Vice Chancellor for Inclusion, Diversity and Equity regarding the programs, policies and services for minority students, faculty and staff.” This was one of the first areas we felt we should pursue. Donell agreed to work on setting up a meeting with him. Jamille noted that we could get his availability and then she’d send a Doodle poll to see when we could hold our next MAC meeting in February.
It was noted that the Campus Climate Survey highlighted some points that detailed the feeling from students. We are wanting Noor and possibly Tara (Donell pointed out is working on a survey) to come talk about the survey, its results and what we could do to assist on it.

Jamille also noted that it might be good to have a survey of the various student organizations as well as faculty/staff committees or centers that are focused on minority affairs. Questions could be:

- What are your charges/purpose
- What services are you looking for or do you offer?
- What would you like to offer or need?

This could help give us a basis as well on what to start with and where to go from there.

Respectfully submitted by Jeremy Bloss

MU Minority Affairs Committee
Meeting Minutes
February 23, 2018

Invited: Bloss, Jeremy S <BlossJS@missouri.edu>; Young, Donell L. <youngdon@missouri.edu>; Weimer, Brian <weimerb@missouri.edu>; Azizan-Gardner, Noor <Azizan-GardnerN@missouri.edu>; Dumas, Andrew <DumasA@missouri.edu>; Enriquez, Maithe <EnriquezM@missouri.edu>; Garth, Linda C. <GarthL@missouri.edu>; Kelley, Dennis F. <kellydf@missouri.edu>; Nicewarner, Daniel S. <nicewarnerd@missouri.edu>; Saguiguit, Leo C. <saguiguitl@missouri.edu>; Waldman, Sterling (MU-Student) <sewyb9@mail.missouri.edu>; Gil De Leyva, Valeria S.(MU-Student) <vggh6@mail.missouri.edu>; Martinez, Rachelle (MU-Student) <remwgg@mail.missouri.edu>; Wolak, Brandon (MU-Student) <bwolak@mail.missouri.edu>; Leighton, Caprice <leightonc@missouri.edu>


No Announcements

Discussion: Dr. Kevin McDonald was our guest. He discussed and proposed for MAC to become the new Inclusive Excellence Council. The main charge, by the Chancellor Cartwright, is to review the annual inclusive Excellence Framework submissions for MU.

Leo Saguiguit was asked to chair MAC, but he could not accept immediately, though indicated he will entertain the nomination of chair for the council in the upcoming year.
MAC members nominated and elected to have Dr. Jamille Palacios as interim chair and Tara Warne-Griggs as the interim co-chair for the rest of the 2017-18 academic year. Dr. Palacios’ role will be to facilitate meetings, Mrs. Warne-Griggs’ role will be to guide and coach for the council as it becomes familiar with the Inclusive Excellence Framework and processes.

The committee decided to invite Tara Warne-Griggs to our next meeting to discuss the Inclusive Excellence Framework.

Respectfully submitted by Dr. Jamille Palacios Rivera from notes by Noor Azizan-Gardner

MU MAC

Meeting Agenda
April 9, 2018
1:00pm

Type of Meeting: Monthly Meeting

Meeting Facilitator: Chairs - Jamille Palacios Rivera and Tara R. Warne-Griggs

Invitees: Bloss, Jeremy S <BlossJS@missouri.edu>; Young, Donell L. <youngdon@missouri.edu>; Weimer, Brian <weimerb@missouri.edu>; Azizan-Gardner, Noor <Azizan-GardnerN@missouri.edu>; Dumas, Andrew <DumasA@missouri.edu>; Enriquez, Maithe <EnriquezM@missouri.edu>; Garth, Linda C. <GarthL@missouri.edu>; Kelley, Dennis F. <kellydf@missouri.edu>; Nicewarner, Daniel S. <nicewarnerd@missouri.edu>; Saguiguit, Leo C. <saguiguitl@missouri.edu>; Waldman, Sterling (MU-Student) <sewyb9@mail.missouri.edu>; Gil De Leyva, Valeria S. (MU-Student) <vsggh6@mail.missouri.edu>; Martinez, Rachelle (MU-Student) <remwwg@mail.missouri.edu>; Wolak, Brandon (MU-Student) <bwolak@mail.missouri.edu>; Leighton, Caprice <leightonc@missouri.edu>

I. Call to order

II. Roll call:

III. Approval of minutes from last meeting

IV. Open issues
   a) Introducing the new charge of the committee by Tara R. Warne-Griggs
April 9, 2018 MU Minority Affairs Committee (MAC) Meeting Minutes

April 9, 2018 MU Minority Affairs Committee (MAC) Meeting Minutes

Present: Jamille Palacios Rivera, Noor Azizan-Gardner (Ex Officio), Leo Saguiguit, Sterling Waldman, Brandon Wolak, Jeremy Bloss, Brian Weimer, Tara Warne-Griggs

Not Present: Andrew Dumas, Maithe Enriquez, Linda Garth, Dennis Kelley, Daniel Nicewarner, Valeria Gil De Leyva, Rachelle Martinez, Caprice Leighton, Donell Young (Ex-Officio).

I. Call to order: Meeting was called to order by Jamille at 1:00pm.

II. Roll Call: see above

III. Approval of minutes from March Meeting: Motion by Sterling, seconded by Brandon. Motion passed

IV. Open Issues:

a. New charge by Tara Warne-Griggs:
   i. Discussed new charge and introduction to Tara by those on the committee
   ii. Discussion of changing name from Minority Affairs Committee to “Council for Inclusive Excellence” as better reflects the charge that Kevin McDonald discussed from last time
   iii. Tara discussed the purpose being four things:
      1. Review and Provide Feedback on Inclusive Excellence & Draft IE as a collective act for MU to present to system
      2. Ongoing working group for Inclusive Excellence for the campus
      3. Data Analysis to discuss priorities for Inclusive Excellence
      4. Outreach: Engage faculty and students to view and overcome barriers

b. See “Charge of the Council” handout that Jamille emailed
   i. Membership of committee: hope to broaden those on committee, especially for those in students. Discussion of having a Legion of Black Collegians (LBC) member. Sterling pointed out that MSA was discussing with a “joint session” to represent more than just MSA.
Thought was could pull more from marginalized councils and Greek councils.

1. Desire for 20-25 members. Currently at 13 members with 2 ex officio, but spots for 14 members with 3 ex officio.

ii. Discussion of presentation that Tara presents to those creating an Inclusive Excellence framework. Concentrates on two parts:
   1. Diversity & Inclusion
   2. Equity & Justice

iii. Discussion on process of IE Framework. This would create the actions that MAC would actually do. MAC would review those IE’s funded for MU.

iv. Timeline of Frameworks: Plans submitted in October, funneled to UM-System in December. Funded in February with decision named in April. Money would become available in April.

v. This committee would then review those funded and see if they are doing what they say they are doing. Discussion on us getting access to the Box folder to review those submitted, especially those funded.

vi. Need: To work on developing our own timeline for reviewing and a rubric for what we are looking for.

vii. Potential sub-committee could look at parts from the Climate Survey and do actionable aspect from it. Additionally looking at the data from the departmental level and reviewing the tables from there. It could also be a work-group or a sub-committee.

C. The Provost’s Committee on Committees is reviewing MAC. It is due by 4/16 if you have not already submitted it. Push to include a name change for this committee to “Council for Inclusive Excellence”

d. Annual Report is due the Provost yearly. Jamille asked for any notes or any handouts people may to be sent to her. Additionally needing people to proofread what she plans on submitting. She has a desire for a more robust report since we have found our direction. Documents due to her by May 30th.

V. New Businesses

a. No new business was discussed as most was wrapped into the Inclusive Excellence charge discussion

VI. Adjournment: Motion to adjourn by Jeremy Bloss, seconded by Brandon. Motion passed. Meeting adjourned at 2:00pm.

Respectfully submitted by Jeremy Bloss
MU MAC

Meeting Agenda
April 23, 2018
1:00pm

Type of Meeting: Monthly Meeting
Meeting Facilitator: Chairs - Jamille Palacios Rivera and Tara R. Warne-Griggs
Invitees: Bloss, Jeremy S <BlossJS@missouri.edu>; Young, Donell L. <youngdon@missouri.edu>; Weimer, Brian <weimerb@missouri.edu>; Azizan-Gardner, Noor <Azizan-GardnerN@missouri.edu>; Dumas, Andrew <DumasA@missouri.edu>; Enriquez, Maithe <EnriquezM@missouri.edu>; Garth, Linda C. <GarthL@missouri.edu>; Kelley, Dennis F. <kelleydf@missouri.edu>; Nicewarner, Daniel S. <nicewarnerd@missouri.edu>; Saguiguit, Leo C. <saguiguitl@missouri.edu>; Waldman, Sterling (MU-Student) <sewyb9@mail.missouri.edu>; Gil De Leyva, Valeria S. (MU-Student) <vsggh6@mail.missouri.edu>; Martinez, Rachelle (MU-Student) <remwwg@mail.missouri.edu>; Wolak, Brandon (MU-Student) <bwolak@mail.missouri.edu>; Leighton, Caprice <leightonc@missouri.edu>

I. Call to order

II. Roll call

III. Approval of minutes from last meeting (attached)

IV. Pending business: Discuss and approve
   a) New name
   b) Membership
   c) Goals
   d) Tactics
   e) Time-line

V. New business
   a) Open discussion by MAC Members

VI. Adjournment
I. Call to order: Called to order at 1:01pm

II. Roll call

Present: Jamille, Sterling, Brandon, Brian, Dennis, Leo, Donell, Jeremy.
Absent: Tara, Noor, Andrew, Maithe, Linda (though retired so should perhaps no longer be a member, even if ex-officio), Daniel, Valeria, Rachelle.

III. Approval of minutes from last meeting: Some adjustments made (outline ordering and clarification of points. Motion to pass by Brandon Wolak, seconded by Sterling Waldman. Motion passed.

IV. Pending business: Discuss and approve

a) New name: Change to “Council of Inclusive Excellence” Jamille will give that to the committee on committees to make it official

b) Membership: Desire to increase to 20-25 members. See last week’s minutes as well. Currently: 6 faculty, 3 undergrad (from MSA), 1 Grad (from GPC) 4 staff, 3 ex-officio (though one is retired). Total 17.

   i. Undergrad: Ask joint-board from MSA to submit students was discussed.
1) Desire for 1 appointed from MSA and then 3 at-large undergrads that could serve 2 year terms. Further discussion of the breakdown and a desire not to exclude graduating seniors, they could possibly serve 1 year and be able to assist in creating a roll-over for next year.

ii. Grad/Prof: Desire of adding 2 at-large Graduate/Professional students to serve 2 year terms, alternating

iii. Faculty: Desire to add 4 more to bring total faculty on committee to 10.

iv. Staff: add 1 more

v. IDE Appointee: Tara’s position would be office appointed co-chair.

vi. New Membership: 10 faculty, 4 undergrad (1 MSA, 3 at large, all serve 2 years, rolling), 3 grad/prof (1 GPC, 2 at-large not appointed), 5 staff, 2 ex-officio, 1 IDE appointee to co-chair. Total: 25.

c) **Goals:** Use framework that Tara sent out (“Inclusive Excellence Plan Aggregate”) on IE that was sent to the UM System. Taken from that, the five dimensions are:

1) Achieve a more diverse and inclusive undergrad and grad student body, faculty and staff

2) Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations

3) Engage students, faculty and staff in learning varied perspectives of domestic and international diversity, inclusion and social justice

4) Create and sustain an institutional infrastructure that effectively supports progress in achieving diversity goals in the University Strategic Plan

5) Leverage the University’s mission as a state-wide system of institutions to improve outcomes and reduce disparities for historically underrepresented and underserved populations in Missouri and in global outreach efforts

d) **Tactics** Will work on this after the goals are fully understood.
e) **Time-line**: discussed in previous meeting. Also look at measures of progress. Discussed there are 3 possible sub-committees we could have to look at the individual components:

1) Evaluation of the applications
2) Assessment of progress being made
3) Data Analysis

We need more input from Tara to discuss timeline and what else for the sub-committees. It was noted that we aren’t evaluating the submissions, but still need to have a strong understanding of what is being done in the applications.

Also discussed what roll the sub-committee would have in data analysis. This was viewed as a support roll for Tara since she has stated she has a wealth of data that could be used.

V. **New business**

a) **Open discussion by MAC Members**: Next meeting date a desire to meet one more time before the semester ends. Desire of May 9th at noon.

VI. **Adjournment**: Motion to adjourn by Dennis Keller. Seconded by Brian Weimer. Motion passed. Meeting adjourned at 1:51 pm.

Respectfully submitted by Jeremy Bloss

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**MU MAC**

**Meeting Agenda**

**May 9, 2018**

**Noon**

Type of Meeting: Monthly Meeting
Meeting Facilitator: Chairs - Jamille Palacios Rivera and Tara R. Warne-Griggs
Invites: Bloss, Jeremy S <BlossJS@missouri.edu>; Young, Donell L. <youngdon@missouri.edu>; Weimer, Brian <weimerb@missouri.edu>; Azizan-Gardner, Noor <Azizan-GardnerN@missouri.edu>; Dumas, Andrew <DumasA@missouri.edu>; Enriquez, Maithe <EnriquezM@missouri.edu>; Garth, Linda C. <GarthL@missouri.edu>; Kelley, Dennis F. <kelleydf@missouri.edu>; Nicewarner, Daniel S. <nicewarnerd@missouri.edu>; Saguiguit, Leo C. <saguiguitl@missouri.edu>; Waldman, Sterling (MU-Student) <sewyb9@mail.missouri.edu>; Gil De Leyva, Valeria
I. Call to order

II. Roll call

III. Approval of minutes from last meeting

IV. Open issues
   a) Proposal submitted and approved by MU Provost
   b) Council membership details and 2018-19 academic work plan
   c) Annual Report

V. New business

VI. Adjournment

Minutes May 9, 2018

MU MAC (CIE)

Meeting Minutes
May 9, 2018
Noon

Type of Meeting: Monthly Meeting
Meeting Facilitator: Chairs - Jamille Palacios Rivera and Tara R. Warne-Griggs
Invitees: Bloss, Jeremy S <BlossJS@missouri.edu>; Young, Donell L. <youngdon@missouri.edu>; Weimer, Brian <weimerb@missouri.edu>; Azizan-Gardner, Noor <Azizan-GardnerN@missouri.edu>; Dumas, Andrew <DumasA@missouri.edu>; Enriquez, Maithe <EnriquezM@missouri.edu>; Garth, Linda C. <GarthL@missouri.edu>; Kelley, Dennis F. <kelleydf@missouri.edu>; Nicewarner, Daniel S. <nicewarnerd@missouri.edu>; Saguiguit, Leo C. <saguiguitl@missouri.edu>; Waldman, Sterling (MU-Student) <sewyb9@mail.missouri.edu>; Gil De Leyva, Valeria S.(MU-Student) <vsggh6@mail.missouri.edu>; Martinez, Rachelle (MU-Student) <remwwg@mail.missouri.edu>; Wolak, Brandon (MU-Student) <bwolak@mail.missouri.edu>; Leighton, Caprice <leightonc@missouri.edu>
I. **Call to order** at 12:01pm

II. **Roll call**

   Present: Brandon Wolak, Brian Weimer, Jamille Palacios Rivera, Tara Warne-Griggs, Sterling Waldman, Dennis Kelley, Leo Saguiguit

III. **Approval of minutes from last meeting:** Motion to approve by Brandon, seconded by Brian. Motion passed.

IV. **Open issues**

   a) **Proposal submitted and approved by MU Provost:** was submitted and approved by the provost. It needs to be amended with the membership issues we discussed at the past meeting.

   b) **Council membership details and 2018-19 academic work plan.**

      1) Noted that meetings would be open. The committee could follow current expiration dates and have students be renewable.
      2) Discussion of the workload may be different at the start but could be more later on as more items are funded.
      3) Past issue: Discussion on Brain Goers (Office of Student Engagement) would have input on undergrads and student organizations that should have members. Also what the MSA requirement would be.
      4) Membership discussion as there are 13 colleges but was only proposed to have 10 faculty members
      5) Discussion on how to disseminate info that the committee would have to the different divisions and colleges
      6) Also discussion of having a consistent meeting day and time. Thought of using Zoom or live streaming for those that may not be able to attend. The worry was that with a larger committee finding a time may not work for everyone. Also discussion on if meetings are archived on zoom some issues may be sensitive. Also a desire that if people submitted a proposal they may want to be there to hear it discussed, but may also not want all that information widely shared.
      7) Discussion on structures of meetings and possibly open meetings, but closed for sensitive issues.

V. **Annual Report:** Jamille is working on it and hopes to have it finished by May 31\textsuperscript{st}. It is due 6/1 (note: this was later noted that it is due 6/8 but still aiming for the 6/1 deadline). She will have a draft to the committee before sending it on to the chancellor to be posted.
VI. New business

Discussion on objective of council/committee and what the timeline would be. This is still slightly in flux as we’ll be able to tell better in August. Next meeting will be in early August.

VII. Adjournment: motion to adjourn by Brian, seconded by Brandon. Motion passed at 1:00pm