



Leadership Meeting

Monday, September 12, 2016

10:00 AM to 11:15 AM

Diversity House

645 South Shields Street

Fort Collins, CO 80523-1060

General Information

Officers: Shannon Archibeque-Engle, Greg Florant, Sonjia Graham, Bridgette Johnson, Shane Kanatous, Linda Krier, Teresa McClure, Arlene Nededog, Mary Ontiveros, Patrice Palmer, Jimena Sagàs, Patricia Vigil

Website: msfn.colostate.edu

Facebook: CSU-Multicultural Staff and Faculty Network

Agenda

- Review the functions of the Commission for Diversity and Inclusion: Mary
- Review the *University's Strategic Goal 8* (30 minutes): Shane
- Website: Jimena
- Organize actionable items into ad hoc committees: Jimena (started work on this task)
- Assign the chair for the Dean and VP events committee.

Announcement

- During the May 3, 2016 Faculty Council meeting, Mary Stromberger, Chair, listed Faculty Diversity (Recruit and hire more minority faculty, and then retain them. Work with President's Commission on Diversity and Inclusion, and Dan Bush) as a big issue/initiative this year.



Highlights from this meeting

- Critical Discussion
 - We discussed the history and purpose of the President's Commission on Diversity and Inclusion.
 - We reviewed the history and discussed the Strategic Goal 8. We realized that although this goal is imperative and promising, there is no accountability for this goal.
 - The Multicultural Organization Development (MCO) Model can be used as an accountability tool by Dr. Evangelina Holvino.
 - We can ask our deans, vice presidents, Provost and President at our programs (i.e., panels and receptions) : How are you doing with the Strategic 8 Goal?
 - We can make accountability recommendations to the Provost.
 - We can offer best practices for our members about how to contribute to diversity initiatives in their own units.
- Actions taken
 - Congratulations Patricia Vigil! Our new volunteer coordinator the Deans and VP Panels with the support of Shannon Archibeque-Engle.
 - Congratulations Teresa McClure! Our new volunteer coordinator for the website.
 - Jimena will draft an invitation letter for Dr. Tony Frank to both the Fall Reception and Sprint Town Hall events.
- Plans for the next agenda
 - Fall Reception and Spring Townhall update (Sonjia and Patrice)
 - Website update (Jimena in lieu of Teresa)
 - Conversation Brown Bags update (Bridgette)
 - Awards update (Arlene)
 - Discuss the MCO and the Principals of community (Mary)
 - Discuss how we can recommend accountability measures for the Strategic Plan Goal 8 to the Provost (Everyone)
 - Plan the agenda for the Fall Membership Business Meeting #1 (or 2) (Everyone)
 - Professional Development Institute proposal submission (Everyone)
 - Should we revise the mission and vision? (Everyone)

Highlights from the August 22, 2016 leadership meeting

- Critical Discussions
 - Our purpose and intention in inviting Dr. Tony Frank to our Fall and Spring receptions.
 - Changing our Spring reception to a town hall format.
 - Reorganizing our Dean and VP events to begin with a roundtable discussion followed by a panel to debrief roundtable discussions.
- Actions taken
 - The team unanimously voted to change the Spring Reception to a Spring Town Hall
 - Congratulations Sonjia! Our new dedicated Chair for this year's Fall Reception and Spring Town Hall events committee.



- Between now and the next meeting:
 - Jimena will draft an invitation letter for Dr. Tony Frank to both the Fall Reception and Spring Town Hall events.
 - Jimena will continue to investigate how MSFN can manage the website.
 - Jimena will schedule the Fall business meetings
 - Everyone will study the *University Strategic Plan Goal 8* document distributed during the meeting and [available here \(source: provost.colostate.edu\)](http://provost.colostate.edu).
- Plans for next agenda:
 - Learn about the President's Commission for Diversity and Inclusion: Mary
 - Discuss the *University Strategic Plan Goal 8* (30 minutes): Volunteer discussion Facilitator?
 - Assign the chair for the Dean and VP events committee.



AY2016-2017 Vision





Actionable Items

- Establishing MSFN conversations (Bridgette)
- Discuss policy issues; note: accountability measures recommendations
- Publicity-Developing comprehensive internal and external communication plan (Teresa)
- Network with other organizations; note: invite agencies to our membership meetings
- Deans Panel (Patricia with Shannon's support)
- VP Panel (Patricia with Shannon's support)
- Spring Town Hall (Sonjia with Patrice's support)
- Fall Reception (Sonjia with Patrice's support)
- Revise MSFN Vision and Mission (unassigned)
- Membership Meetings (Jimena)
- Awards (Arlene)
- Create a presentation about MSFN to take to different platforms on campus; note: Professional Development Institute
- Archive/document outcomes from MSFN (Jimena)
- Report from last year's activities (Completed)
- Stay informed about what is happening on campus; note: during our membership meetings



Budget

Semester	Item	Description	Cost	Balance
			<i>Starting Balance</i>	\$5,000.00
Summer	Lunch	Leadership Team Retreat	\$101.45	\$4,898.55
Fall	Refreshments	Fall Membership Business Meeting #1	\$220.00	\$4,678.55
Fall	Refreshments	Fall Membership Business Meeting #2	\$220.00	\$4,458.55
Fall	Refreshments	Fall Reception	\$500.00	\$3,958.55
Spring	Refreshments	Spring Membership Business Meeting #1	\$220.00	\$3,728.55
Spring	Refreshments	Spring Membership Business Meeting #2	\$220.00	\$3,508.55
Spring	Refreshments	Spring Town Hall	\$500.00	\$3,008.55
Spring	Award Check	Classified Staff	\$1,000.00	\$2,008.55
Spring	Award Check	Administrative Professional	\$1,000.00	\$1,008.55
Spring	Award Check	Faculty Award	\$1,000.00	\$8.55
	Total Expenses to Date	\$0.00		
	Total Funds Available	\$5,000.00		