

Sept. 10, 2012
10 am -12 pm

Target Team 3 Meeting

All committee members were present except Terri Barr, who had a prior commitment. After Jim provided us with an introduction to our work for the next couple of months, we proceeded with an initial discussion focused on clarifying how we understand Global Engagement and Inclusive Culture. Our discussion covered concerns, focus areas, and some strategies. I have listed each category below:

Concerns:

- We were concerned with whether Global Engagement and Inclusive culture fit together. Thus we opened our discussion with deciding whether or not to keep Global engagement and inclusive culture together as one goal. After hearing various opinions, we ultimately decided that it should stay together, agreeing that we would do our best to offer an aspiration statement and objectives that highlight the reciprocity between the two ideas.
- We are somewhat concerned about the word “Global” and it being the first word in the Goal. There are so many different understandings and we don’t want the importance of inclusiveness across various cultures to get lost in our initiatives (i.e. LGBT, first generation, regional campus students etc.). We played with some other possible titles for this goal including
 - Global Culture with Inclusive Engagement
 - Inclusive Culture through Crossing Boundaries

Ultimately, we decided that we would talk with Shared Futures, because they have been working on defining global.

- We are concerned about the potential contradiction between the way Miami markets itself to attract a student population that would be comfortable in our current environment and the kind of environment we aspire to as part of achieving this goal. In essence, how will we change our marketing and recruitment strategies to help accomplish this goal?
- We are concerned about setting forth a goal, but then failing to hold ourselves and the university at large accountable for reaching/trying to reach the goal. Ultimately we felt like that’s the importance of putting metrics in place.

Things to consider (these are basically connections wanted to be sure to address in this goal):

- We want to be sure to address objectives/initiatives that incorporate all stakeholders—students, staff and faculty
- We want to enhance the connections between and within places, including Oxford, Hamilton, Middletown, Cincinnati---moving toward a sense of community

- We want to encourage all members of the Miami community to cross cultural boundaries and to engage not only in the various cultures at Miami but also in world culture (i.e. study abroad)

Strategies:

- Implement pipeline recruitment strategies geared toward diverse students, faculty and staff
- Implement professional development for faculty on teaching diverse students, particularly international students
- Appoint an ombudsmen to oversee the implementation of Global Engagement and Inclusive culture initiatives
- Find ways to support study abroad for students who cannot afford it
- Put a “diversity” requirement in the tenure process

Preparing for the next meeting on Monday Sept. 17 10-12pm at 110 Laws

- Please post any helpful materials in our folder on the nikha site (i.e. documents from other committees, articles, etc.)
- Please take a shot at drafting an aspiration statement and or objective based on today's conversation
- Please share with others who are working on these issues, ask for ideas and/or feedback