Attendees: Kat Kielar, John Beltrami, Matt Deck, Joe Cusker, Ann Marie Landel, Joe Helfer, Donna Czaja, Janiece Kiedrowski, Bill Coles and Jeff Kujawa

Diversity Committee
Robinette Kelly has volunteered to step up, and take the lead for the committee. Robin has been approved by the executive committee. Janiece mentioned she appears to want to start with some programming. Bill Coles indicated Robin should contact Denis Hare, to work together.

Action Item: Janiece to inform Robin of this.

Mentoring Committee
Nancy Battaglia has volunteered to chair this committee. Executive Committee will be asked at the June 10th meeting for approval.

Janiece wondered if professionals were treated differently than faculty, particularly since the Provost has requested a mentoring structured program for faculty. There is a significant difference. Approval of tenure is life changing for faculty, not so for professionals. Most professionals achieve permanent appointment. Mentoring for professionals is more about development and personal growth, vs. tenure.

Kat mentioned that the initial cohort that went through CPM should have a follow up session to reinforce skills, update with changes, etc.

Action Item: Pursue with H/R.

Thoughts for the committee:
Should we be pursuing internships via H/R, a progression track, particularly with the state of the budget, early retirement.

Action Item: Pursue with H/R.

Mentoring committee should start with a clean slate as to how mentoring should be conducted. What mentoring model to choose.

John Beltrami mentioned SCORE – which is a cadre of mentors on call to help you out.

There is also the informal networking – where people self select who they go to for critical information. A network where they can ask questions in a safe zone, what you talk about isn’t going to go further. We’d need the right people for this.
Other ideas – what jobs are out there, what skills are needed? We help to provide the resources.
Is the goal of mentoring to mentor at UB or mentor in general. Focus would be different.
Janiece tossed around the idea of soliciting for protégé needs and then finding a mentor or expert to serve those needs. There were questions as to whether this might be more work. Give it to the committee to think about.

Next meeting, June 23rd, 8:30. (Donna can’t make it).