

President's Committee on Diversity Meeting Agenda

9/13/2013 1:30 to 3:00 604 Cohodas

Members:

Shirley Brozzo, Associate Director, MERC
Brian Cloyd, Steelcase Inc.
Jill Compton, Internal Auditor
Dominic Davis, Peter White Public Library
Michael Flores, Student
Joshua Garnett, Student
Rachel Harris, Director, Center for Student Enrichment
Martha Haynes, Vice President for Advancement
Daniel Konku, Associate Professor, College of Business
Janet Koski, EEO/HR Specialist/HR Generalist
Lesley Larkin, Assistant Professor, English (**Chair**)

April Lindala, Director, Center for Native American Studies
Amer Mansoor, Student
Mike Martin, Lutheran Social Services / Voices for Youth
Jeff Mincheff, Assistant Director, Public Safety
Susan Morgan, Coordinator, International Programs
Troy Morris, Student
Shravan Rajagopal, Assistant Professor, Art and Design
Martin Reinhardt, Assistant Professor, Native American Studies
Kevin Stulz, Associate Director, Admissions
Rebecca Thompson, People for the American Way
Kevin Timlin, Director, International Programs
Tony Tollefson, Coordinator, International Programs
SaraJane Tompkins, Associate Professor, Academic Info. Services
Shuang Xie, Assistant Professor, CAPS

1. Call to order @ 1:30 pm by Lesley
2. Roll call and introductions – did introductions around the table
Don Peterman, Shirley Brozzo, Brian Cloyd, Jill Compton, Dominic Davis, Michael Flores, Joshua Garnett, Rachel Harris, Daniel Konku, Lesley Larkin, Amer Mansoor, Mike Martin, Susan Morgan, Troy Morris, Shravan Rajagopal, Martin Reinhardt, Kevin Stulz, Tony Tollefson, SaraJane Tompkins

Guests: Manato Kaisho, Dan Lee

3. Approval of agenda and minutes
 - 3.1 Approval of agenda for 9/13/2013
Edits by Lesley – Bill Bernard is on leave so not member anymore, Lucy has stepped down due to no room in schedule, Kevin Timlin won't be able to attend this year sending Tony Tollefson in his place, Ansley Valentine has to be taken off of membership his term ended last year
Motion for approval by Troy, Seconded by Janet, Passed
 - 3.2 Approval of minutes from 4/12/2013
Motioned for approval – SaraJane, Second from Amer, Passed

4. Reports / Current Business (Lesley)

4.1 Report on Action Items identified in 2012-2013 Annual Report

4.1.1 MLK Week

January 20th MLK Day, This year's speaker will be Reverend Dr. Jamie Washington. He has a \$5200 speaking fee including travel. Reverend Dr. Washington is the founder of a social justice institute. He is living with HIV.

There are no classes on Monday, January 20th. Shirley is working with Rachel to develop service projects for students to participate in during the day.

Additional activities for MLK week will depend on additional funding.

4.1.2 Diversity Common Reader Program

The committee's first choice was *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do*. However, the proposed speaker has decided not to do any speaking engagements this coming year.

The committee's second choice, *What's Wrong with Homosexuality?* by: John Corvino is the Diversity Common Reader book for 2013-2014. The tentative date for John Corvino's presentation is April 2nd. The number of books to be purchased for distribution will be determined when the Diversity Common Reader Committee meets to create the budget. Lesley would like to look at purchasing a larger number of books for distribution this year. Last year approximately 120 books were distributed. The speaking fee for Mr. Corvino is \$4,400, including transportation and lodging. Daniel suggested looking at abebooks.com to purchase the books at a cheaper rate.

Shravan offered to look at doing a student show to make a visual display to go with the book.

4.1.3 UNITED Conference

This year's conference will take place from September 21st to 26th. During the 2012-2013 academic year, the committee stated they would like to continue to support the UNITED Conference. Lesley does not recall a formal support since she has been chair. President Haynes asked Lesley to have an input on a presentation. She played a role in deciding on the presenter Martha West. Martha will present on September 23rd, 3:00-3:40. Marty suggested that the committee become more aligned with UNITED. He also suggested sponsoring an even or presentation during UNITED next year.

4.1.4 Gender equity presentation

The idea of an event parallel to the gender equity event at the UNITED Conference has been raised. If committee members have any ideas for speakers, e-mail them to Lesley and she will pass them on to Ron Sundel. The idea is to develop a yearlong conversation about equity across campus.

4.1.5 Racial equity presentation

See 4.1.4

4.1.6 Faculty Panel/Student Forums

It was suggested that a subcommittee be formed to put together these events throughout the year. Amer appreciated the forum on Islam from two years ago. He recommended doing more interfaith forums. The committee could get some of the student organizations together to talk during the forums. It was a consensus of the committee that having these events be student driven would be successful. Lesley reflected on past events which have occurred in student housing areas. She indicated that the committee should work closing the Housing office to secure student housing locations for events, as more students seem to attend at that point. Marty suggested the topic of Diversity in Governance.

4.1.7 Diversity requirement proposal to General Education Council

The Curriculum subcommittee submitted the proposal to Rob Winn. They have not heard any response from the General Education Council. SaraJane questioned the committee on if they would like a formal response from the council on the proposal. Daniel recommended that we ask for feedback soon to ensure the continued momentum on the topic. SaraJane is going to contact Rob and discuss what process has occurred regarding the proposal. Lesley will e-mail out a copy of the submitted proposal for the committee to read over. She also suggested that if Rob would like to come to a committee meeting and discuss the proposal, we would be happy to have him.

4.1.8 Faculty diversity survey

4.1.9 Student diversity survey

There was no survey that went out last year. The three diversity surveys each go out on a three year cycle. There are two surveys due for distribution this year, faculty & student. Chuniju Chen has replaced Paul Doby. Jill notified the committee that Dr. Chen has agreed to work with committee and would like to meet with Lesley about how to assess the data and get it distributed.

4.1.10 Committee website

April was working on with Promotion & Branding subcommittee at the end of last year. The skeleton has been developed for the website. Shravan would like to be added to this subcommittee.

4.1.11 Procedure for responding to student concerns

The committee discussed continuing setting aside the first 15 minutes of each meeting for students to share concerns. The process will be the same as last year, which was modeled after the Board of Trustee's public address rules. It was agreed to continue this throughout this year. It was recommended to start advertising this opportunity through the student announcements. There was an extensive discussion on how accountability is tracked when an issue/concern is brought up by students. The idea was advocated that once the committee website is up and running that links put posted to the appropriate departments for various types of concerns/issues. This will assist with maintaining confidentiality. At the next meeting, the committee will discuss what additional information we may be able to derive from public records associated with campus issues.

4.1.12 Revise committee charge and compose committee by-laws

Shravan asked for clarification on what the Charge of the committee is. Lesley read him the charge. The Promotion & Branding subcommittee was created in response to President Haynes asking the committee to review the charge and membership of the committee.

4.2 Report on New Proposals –

4.2.1 Reinstating President's Commission for Women

President wants this committee going by next semester. Lesley has agreed to chair to begin with and then pass it on to another member next year. The President's Commission for Women will be own entity not a subcommittee. Please contact Lesley if you are interested in sitting on committee.

4.2.2 Increasing budget for MLK Week

Lesley has spoken with President Haynes and he has expressed his support. He would like more information before confirming increased budget. The subcommittee is asking for a budget of \$20,000 to be able to bring more high profile speakers and more events. The current available budget is \$2500.

4.3.3 Creating annual budget for Diversity Common Reader Program

An annual budget of \$30,000 has been requested based on last year's events. President Haynes is in support and will work with Provost and Deans to make this happen.

4.3.4 Course release for PCD Chair

President Haynes has approved one course per semester of release time.

4.4.5 Annual retreat for PCD members

The goal is to make this occur every fall as a brainstorming & teambuilding activity for committee members. This year's retreat will be on October 11st from 1:30-5:00 pm in the Hedgcock Atrium. Lesley will distribute the agenda once it has been finalized. Kevin Timlin has agreed to speak about the International Office. Carter Wilson has also been invited to speak as the new department head of Political Science. During the retreat, subcommittees for this year will be created. Each subcommittee will then have time to meet to discuss goals.

4.4.6 Attendance at NCORE diversity conference for PCD members

Shirley has been only one on committee that has attended in past. Conference speakers are looking at diversity and racial issues on a global level. This year's conference is in Indianapolis at the end of May. President Haynes would like to send representatives from the committee.

4.3 Creation of new subcommittees

Janet suggested that an ad hoc committee be formed to go over the committee charge & by laws. Kevin proposed that the survey subcommittee be reinstated to assist in ensuring that surveys are distributed this year. Subcommittees advised for this year are programming (larger than in previous years), curriculum, branding & promotion, survey, budget & ad hoc by laws committee. Lesley will send out an e-mail about information on each subcommittee and each committee member can response with their top two choices.

5. Discussion Items

5.1 Agenda for mini-retreat on October 11 – Tabled – will be sent out over e-mail

5.2 Additional goals for 2013-2014 – Tabled till October Meeting

5.3 New committee chair for 2014-2015

Lesley is not planning on chairing the committee next year. She would like the committee to think about if any current members would like to take over the position. Also, do they still feel as if it should be only faculty members chairing the committee? Committee could look at changing the charge if they feel as if staff members should also be available for the position.

6. Good of the order

Rachel – Curtis Chin during the UNITED conference, passed out mini flyer

Tony – Cultural Chats will be done September 24th in Whitman, International Intern doing the cultural chats, Worldfoodsup.com looking to deliver to Marquette in future

7. Adjournment - 3:05 adjourned