

## *President's Committee on Diversity Meeting Minutes*

10/10/2014 1:30 to 3:00 604 Cohodas

### Members:

Shirley Brozzo, Associate Director, MERC

Anthony Carlson, Student

Jill Compton, Internal Auditor

Larry Croschere, Student

Dominic Davis, Peter White Public Library

Joshua Garnett, Student

Tim Greeley, Adjunct Professor, Criminal Justice

Amy Hamilton, Associate Professor, English

Rachel Harris, Director, Center for Student Enrichment (Co-Chair)

Martha Haynes, Vice President for Advancement

Janet Koski, Dir-Dvrt/EO Ofcr/ Title IX Coord.

Lesley Larkin, Associate Professor, English

Mike Martin, Lutheran Social Services / Voices for Youth

Susan Morgan, Coordinator, International Programs

Troy Morris, Student

Steve Neihsel, VP, Enrollment Management Student Services

Erich Ottem, Associate Professor, Biology (Co-Chair)

Don Peterman, Crime Prev/Com Policing Spct, Public Safety

Martin Reinhardt, Assistant Professor, Native American Studies

Andre Stringer, Student

Kevin Stulz, Associate Director, Admissions

Tony Tollefson, Coordinator, International Programs

Tracy Wascom, Assistant Professor, Art and Design

### 1. Call to order

Shirley Brozzo, Anthony Carlson, Jill Compton, Larry Croschere, Dominic Davis, Joshua Garnett, Tim Greeley, Amy Hamilton, Rachel Harris, Martha Haynes, Janet Koski, Lesley Larkin, Mike Martin, Susan Morgan, Erich Ottem, Martin Reinhardt, Kevin Stulz, Tony Tollefson, Tracy Wascom

### 2. Approval of agenda and minutes

#### 3.1 Approval of agenda for 10/10/14

Motion – Martha, second – Jill, approved

#### 3.2 Approval of minutes from 9/12/14

Motion – Tony, second- Mike, approved

### 3. Retreat Recap

#### 3.1 Approval of changes to committee charge

Jill made the changes request by the committee. A discussion took place regarding the broadness of definition for diversity.

Motion to approve charge – Joshua, second – Kevin, all approve.

### 4. Faculty Survey Results 2013-2014

34% of faculty responded to the survey. When reviewing the results it was found that there is a lack of structural diversity around campus. While reviewing comments it was found that there is a large concern for gender discrimination. These comments/responses will be shared with the Gender Working Group. The amount of campus climate questions was brought to the committee's attention. The subcommittee is working on integrating additional campus climate questions as they continue to develop the survey. Moving forward the committee will be preparing the staff survey. They would like to keep it as similar to the faculty survey as possible. This will aid in determining if the issue is campus wide or just area.

Erich made the suggestion that departments recruit based on individuals that current faculty are already acquainted with within their field. Janet explained to the committee the hiring advertisement process for the university. A discussion on scoring applicants on trajectory rather than experience took place. The suggestion was made to create an ad hoc committee to reflect on recommendations to increase diversity in hiring.

Motion to create ad hoc committee – Tony, Second – Tracy

Members

Jill, Rachel, Lesley, Janet, Marty, Shirley, Erich

Jill reflected on a TED talk that she viewed that reflected on why diversity is important.

## 5. Mentoring Program – Erich Reference Enrollment Growth Initiative.

The initiative would encourage diversity in the STEM fields as a possible mentor program and scholarship.

### 5.1 Committee Discussion

The acronym could deter students. A new name will be developed.

The recommendation was made for Section C of the initiative to include leveraging with charter schools, UPWARD Bound Math & Science, Alumni, and Tribal colleges to locate qualified participants.

This program could be a step in the ladder to students joining the McNair Scholars program. A discussion took place concerning the amount requested for the program, as well as, how to decide on ways to decide award amounts.

How the increase in STEM enrollment will affect state appropriations will need to be determined? It will need to be determined exactly which degrees the state classifies in the STEM areas.

## 6. Subcommittees

### 6.1 Committee Membership

Jill- Search

Marty – Curriculum & Search

Tim- Curriculum

### 6.2 Reports

Tabled for next meeting

## 7. New Business – Tabled for next meeting

## 8. Good of the order

Adjourned 3:00pm