

President's Committee on Diversity Meeting Agenda

1/16/2015 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 Spst, Public Safety
Martin Reinhardt, Assistant Professor, Native American Studies
Sarah Reynolds, Marquette City Commissioner
Andre Stringer, Student
Kevin Stulz, Associate Director, Admissions
Tony Tollefson, Coordinator, International Programs
Tracy Wascom, Assistant Professor, Art and Design

1. Call to order

2. Announcement by President and Provost – President Erickson said he would be announcing to the NMU campus community that he was planning to move forward with hiring a Chief Diversity Officer on Monday, Martin Luther King, Jr. Day. His vision for the position was to have this person report directly to him and assist with advocacy, support, promote hiring practices, assist with admissions and enrollment regarding recruitment. This person would have a voice for retention strategies. This person would focus on the bigger picture.

He would like to move forward quickly with a national search. He hoped that some members of the President's Committee on Diversity would serve on the search committee.

Marty expressed some concerns with the Chief Diversity Officer position:

-Why not a VP level position? Making it a VP may attract a different set of candidates like tenured professors or others that have more and broader experiences.

-The duties of this position should be oversight of diversity campus wide. If it is heavy on student services to the detriment of other areas like curriculum, it will be much like the old Director of Diversity Student Services versus a new and more robust position.

-Qualifications for the new hire should include requiring a PhD, or other terminal degree, and over 7 years of experience in the area of diversity.

-This person should have dedicated staff including a secretary and an assistant, not just shared staff with another department.

3. Approval of agenda and minutes

3.1 Approval of agenda for 1/16/15 Marty motioned, Tony seconded. Approved

3.2 Approval of minutes from 11/14/14 Marty motioned, Tony seconded. Marty recommended some of the wording be changed and Shirley took the exact wording recommended by Marty and will ask Rena to make the changes.

Approved

4. Diversity in Hiring

Janet and Rachel - HR keeps information about searches – process guides. Documents about where to place ads – continually being added to. Going forward – evaluating what we have and then looking into how to further improve (meet with Debbie Violetta, Julane Cappel, and Rhea Divers. Meet to determine questions for other HR offices at other universities to improve diversity recruitment. Also, look at bylaws about who can serve on search committees in different departments and discuss with departments make up of search committees. Are bylaws limiting? Possibility of training for search committee chairs.

5. MLK Week

5.1 MLK March – 12:30 Payne Halverson Lobby. Will be accessible for wheelchairs. Paninis and presentations at the University Center (Peter White Lounge) – students, faculty, staff speaking/reading/creating music.

Other events – Brian Sims, Drag Show (8pm), DCRP kickoff

5.2 Service Projects – knitting, crocheting, making cards for veterans, making fleece blankets, etc.

Staff have two hours of release time to attend.

Please encourage students to participate!

6. NCORE Conference – National Conference on Race and Ethnicity. Joshua will report from last year at the next meeting.

6.1 May 26 – 30 in Washington D.C.

6.2 Request funding from the President Request to President to send people this year.

Please take a look at the website and see if this is something you might be interested in attending.

<https://ncore.ou.edu/>

Possibility of advertising NMU positions. [\[NCORE advertises jobs on their website. – Let President and Acting Provost know about this resource.\]](#)

7. Potential to organize a diversity awareness campaign (Rachel Harris)

7.1 Funded cultural competency campaign to provide training for faculty and students – brown bag luncheons, campus events, and discussions. Perhaps get ideas from NCORE.

7.2 Committee Discussion – Interest in working on this? Let Rachel know.

8. STEM Initiative Update (Erich)

Complication of Prop 2 – prevents state schools from creating scholarships for race, ethnicity, or religion (exception of citizens of federally recognized American Indian tribes). Proposal shifted to focus on targeting particular schools and school systems – schools with more diversity, tribal schools.

Goals: Increase diversity in STEM; Create a learning community to increase retention and success.

List of potential faculty mentors is not quite complete – a few still need to be contacted.

First pitch – will require more work later.

Questions:

Shirley – what about the charter schools? Can this also go to them?

Susan – what about other ethnic groups that have not been identified?

Marty – include citizens of federally recognized American Indian tribes as a targeted group

9. Website

9.1 Active Site - <http://www.nmu.edu/diversitycommittee/node/1>

9.2 Who is updating?

Susan has updated the website for Diversity Common Reader Program.

10. Reporting Campus Incidents Proposal

10.1 Form for reporting

Erich sent a link for the reporting for animal use and reporting, might serve as a model for a site for us.

<http://www.nmu.edu/grantsandresearch/node/98>

Also look at Dean of Students and Campus Safety websites.

11. Subcommittee Updates

Survey for Department Heads and unit directors – revise and create goals. “Preamble” with definition and explanation still needs to be revised. Goal is to have this finished by the end of the month.

Janet – make sure distribution list is complete and doesn’t leave anyone out (look at titles).

12. Good of the order

Dominic motioned to table items 9 and 10, Marty seconded. Approved.

Meeting adjourned at 3:04.