

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

9/12/2014 1:30 to 4:30 Whitman Commons

### 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, EEO/HR Specialist/HR Generalist

Lesley Larkin, Assistant Professor, English  
Mike Martin, Lutheran Social Services / Voices for Youth  
Susan Morgan, Coordinator, International Programs  
Troy Morris, Student  
Steve Neiheisel, VP, Enrollment Management Student Services  
Erich Ottem, Associate Professor, Biology (Co-Chair)  
Don Peterman, Crime Prev/Com Policing Spcst, 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

Rachel Harris, Erich Ottem, Lesley Larkin, Dominic Davis, Tracy Wascom, Amy Hamilton, Anthony Carlson, Larry Croschere, Joshua Garnett, Andre Stringer, Janet Koski, Susan Morgan, Shirley Brozzo, Tony Tollefson, Mike Martin, Martha Haynes, Steve Neiheisel, Troy Morris

### 2. Welcome – Rachel Harris and Erich Ottem (1:30-1:45)

#### 2.1 Introductions of Co-Chairs and Committee Members

Introductions were conducted by going around the table and each individual stating their name, position, years on the committee and their weekend plans.

### 3. Approval of agenda and minutes

#### 3.1 Approval of agenda for 9/12/14

Motion – Martha, second – Dominic, Passed

#### 3.2 Approval of minutes from 4/29/14

Motion – Tony, Second- Shirley, 2 Abstained, passed

### 4. Discussion/Ideas regarding campus needs (1:45-2:30)

#### 4.1 Purpose and Charges

Lesley read through the recommendations that were made in the annual report at the end of the 2013-2014 academic year. Reference the annual report from 2013-2014 to review recommendations.

After overlooking the committee's Purpose and Charge members indicated that phrase "ethnic and cultural" was to be removed after conversation during last year's discussion. Jill will be informed to make the change. At next month's meeting the Purpose and Charge will be voted on for final approval. Mike indicated that the survey committee will look at utilizing the same phrasing throughout the surveys to ensure consistency.

A discussion was conducted concerning charge #2. It was conversed on if a more solid definition of an appropriate response needed to be included. The phrase is intended to be more general not specific on what type of response will be taken. The topic of utilizing the website as a location to direct students to the appropriate departments or offices arose.

#### 4.2 Review Committee Structure

##### 4.2.1 Updates

A description of each subcommittee was read.

Mike will pass along the results from last year's survey and they will be discussed at next month's meeting. He also indicated that the subcommittee has conversed about possibly surveying the same cohort during their time here, rather than all students.

#### 4.2.2 New committee possibilities? Committees to cut?

##### Subcommittee membership

##### Survey & Data

-Mike, Erich, Rachel, Lesley

##### Curriculum,

-Erich, Tracy, Janet, Larry,

##### Programming

-Shirley, Susan, Joshua, Anthony, Dominic, Lesley, Amy

##### Budget

-Andre, Joshua, Kevin (Chair), Martha

##### Branding & Promotion

-Tony, Tracy, Anthony, Andre, Troy

Committee members who still need to select a subcommittee are Jill, Tim, Marty, & Don.

The general committee membership was discussed. Tim Greeley can be listed as a community member and another faculty could be added. Madison Ngafeeson was the first alternate. These recommendations will be made to President Erickson. The committee would still be in need of one community member to fully fill membership.

#### 5. President (2:30-3:00)

##### Introductions

President Erickson thanked the committee for the work everyone is doing. In his opinion diversity is critical work to the life of the university and a strong interest, passion of his. He is looking forward about the conversations that will take place concerning the activities that can place to move issues on diversity forward. Dr. Erickson indicated that diversity should be viewed in its broadest sense to also include intellectual and gender diversity. We need to identify how we can make the university the most welcoming place to everyone. He expressed how different communities have different needs and respond differently to various methods of welcoming.

Mike brought up the question “what are some ideas he saw at Ferris that would transfer well to NMU?”

President Erickson indicated that every institution has its own unique culture/history/environmental situation. He explained how they increased the Latino population at Ferris by creating a Center for Latino Studies to ensure it was welcoming for them. He is still learning about the area and what will work at Northern. He will be exploring the opportunities to reach out to different communities.

It was also brought up that diversity in hiring practices need to also be utilized. When searching for a candidate, the search committee needs to be diverse. There is often a mistake when hiring by hiring a younger version of the individual who left. Need to hire the best and let the curriculum evolve around them. He believes in opportunity hires. He wants to encourage the committee to engage in innovate and creative thinking.

Rachel conveyed that the committee has limited funds to do action with. She questioned that if we have proposals should the committee present them to President Erickson for funding? The response was that this is a key time to invest in university. He is willing to discuss ideas and make investments.

#### 6. Discuss President's Comments (3:00-3:30)

Increasing enrollment through the new marketing campaign was discussed. A portfolio/library of stories is being created to tell about the institution. This will assist in boasting about the university.

Shirley suggested that a proposal to increase in the budget for the committee be created and submitted to the president. This will aid in ensuring that programs such as Diversity Common Reader and MLK week activities can continue year to year.

The Cloyd endowment exists to aid in diversity on campus. They are awaiting this to reach half a million before it is utilized. Martha will check on the status.

#### 7. Sub-committees

7.1 Schedule formal meetings

7.2 Discuss charges

Sub-committees each had individual meetings to schedule meeting and discuss charge.

#### 8. Good of the order

-Tony let the committee know that the website is still moving forward. All the basic information was given to Communication & Marketing by Janet. Tony will get ahold of Derek Hall to ensure the process continues in a timely manner.

Gender work committee will be sending out a survey to gauge issues that are the most concerning to staff, faculty, and students. They will then address the top concerns.

UNITED schedule is up, check it out.

-Gail Lemon is keynote speaker on Tuesday for UNITED

-President will do opening keynote for UNITED

Susan indicated that the Diversity Common Reader committee is welcoming anyone interested in being involved with the program. The DCR committee has selected *Braiding Sweetgrass* by Robin Wall Kimmerer as this year's selection. Art & writing competitions are in the work to go along with the event for the second year.

Adjourned 4:10