

Diversity Cabinet Sub-Committee  
November 13, 2008; 3:00-3:45 PM

Attendees: Ken Durgans (chair), Gary Pike, Kim Stewart-Brinston

Absent: Kim Kirkland, Sherrée Wilson

Minutes taken by: Alicia Añino

AGENDA:

1. Cultural diversity among faculty members – Ken Durgans
2. Faculty and administration personnel complaints concerning diversity issues – Kim Kirkland (report later by e-mail)
3. Recruitment and retention of minority students – Kim Stewart-Brinston
4. Faculty employment policies concerning diversity issues – Sherrée Wilson (report later by e-mail)

I. Meeting details

Sub-committee will meet twice a year; one meeting will be dedicated to quantitative data and the other to qualitative. Minutes will be sent out via e-mail to Diversity Cabinet members shortly before their next meeting, they will be posted publicly, and a report on the meeting will be given at the next Diversity Cabinet meeting. Agenda items for the next meeting will be discussed at each meeting.

The current meeting was advertised publicly, but the announcement needs to be looked at to make it more appealing. The committee wants to get the word out to the community and have them attend meetings.

Subcommittee members may call on non-members to submit reports or send representatives to meetings.

II. Reports details

Reports will be given on the four legislated areas:

- (1) Review and recommend faculty employment policies concerning diversity issues
- (2) Review faculty and administration personnel complaints concerning diversity issues
- (3) Make recommendations to promote and maintain cultural diversity among faculty members
- (4) Make recommendations to promote recruitment and retention of minority students

The sub-committee reports on each of these areas will include the results of activities that we are involved in to achieve the diversity goals keeping best practices strategies in mind. More in-depth reports will be expected at the March meeting.

The committee recommended changing second area to “review faculty, staff, and administration personnel complaints concerning diversity issues; and fourth area to “recommendations to promote recruitment and retention of women and minority students.”

The committee suggested adding student services to the categories, and measuring collaborations and levels of participation (engagement measure) not just number of organizations and programs. Kim will query the students to see if they want to participate (using Student Senate, affinity student groups, or Multicultural Outreach Committee) as a representative will be needed. Gary has data on student service satisfaction from spring 2008.

Another category that committee is not reporting on is residence living. This area could be covered by the Diversity Cabinet.

### III. Recruitment and retention of minority students

Gary supplied data on recruitment of faculty diversity (staff data will come later given that the effect of the reclassifications on the number of Executive/Administrative/Managerial staff needs to be dealt with), as well as first-time freshmen, transfers, and graduate/professional students [separate attachment].

Gary will have the Faculty Equity Survey completed by May or June of 2009.

Kim suggested keeping retention rate categories consistent to track over time; she suggested using enrollment, persistence, and graduation (would allow transfer students to be included in the numbers).