

**Eastern Kentucky University
University Diversity Committee**

Meeting Minutes

Subject: UDC Meeting

Chairperson: Belluscio, Teresa; Nnoromele, Salome

Date: 11/26/2007

Start Time: 1:00 PM

End Time: 2:00 PM

Duration: 01:00

Location: Library 208

Members Present: Bauer, Adrienne; Belluscio, Teresa; Chandra, Vigs; Fifer, David; Glover, Matthew; Holbrook, Wyndee; Johnson, Gladys; Johnson, Wardell; King, Amanda; Matthews, Betsy; Nnoromele, Salome; Scott, Tracy; Smith, Sharon G.; Sowers, Debbie; Stewart, Kimberly; Street, James; Sutherland, Nicholas A (alternate); Welker, Mark

Regrets: Byrn, Stephen (alternate); Cozart, Melissa; Crowe, Loni; Moore, Sandra; Poffenberger, Abbey; Allen, Jenny; Ziegler, Sara

Absent: Coleman, Zenetta; Cornett, Shirley; Fomundam, Kenneth; Kirkpatrick, Kristie; Parker, Jessica H.; Perera, Mayantha; DeSeze, Perrine; Thomas, Deneia; Thompson, Sherwood; Vice, Janna; Wallace, Clarence

Resource: Zabawa, Debbie

Agenda:

1. Call to Order
2. Announcements
3. Approve Previous Minutes
4. Discuss Campus Climate Survey
5. Training Update

Meeting Summary

1. **Call to Order (Belluscio, Teresa)**

Welcome and appreciation to committee members for attending the meeting.

2. **Announcements (Nnoromele, Salome)**

EKU's African/African-American Studies Program will present a spring 2008 Event: Hotel Rwanda: A Story Yet to Be Told, presented by Paul Rusesabagina. Tickets are available by calling 859.622.8676, 859.622.1299, or through the office in Keith 121/125 on campus.

3. **Approve Previous Minutes (Belluscio, Teresa)**

Co-Chair Teresa Belluscio motioned for the minutes of the October 22, 2007 meeting to be approved. The motion was seconded by Wardell Johnson. The minutes were approved with no amendments.

4. **Discuss Campus Climate Survey (Belluscio, Teresa; Nnoromele, Salome; Committee)**

With the survey participants in mind, plausible needs were considered as committee members discussed the following questions:

1. Why is the University asking me to fill out this campus climate survey?
 - *Answers to this survey will assist ECU Administrators, Committees and Special Offices to better equip the campus in meeting our Institutional Goal:*
 - *To promote and support an inclusive climate that respects and celebrates diversity by attracting, developing and educating a diverse student, faculty and staff population.*
2. What is a "climate" survey?
 - *What is diversity?*
3. How long will it take to fill out the survey?
 - *A survey should not go over 15 minutes to complete*
4. Will my survey be anonymous?
 - *The data will be aggregate*
5. Why is my voice important?
6. How can ECU benefit from answers to this survey?
 - *Is there a need to disclose how research data will be used and what information the data will yield?*
7. Is it necessary to reformat the survey to create a more consistent answer scale?
 - *Although Question #30 has the following answer scale: Experienced, Witnessed, Neither--the lead in to the survey states that Questions 1-37 have the following answer scale: Strongly Disagree, Disagree, Agree, Strongly Agree.*
 - *Should the formatting include a directive to ensure that participants provide an answer to #29 if selected either Strongly Disagree or Disagree to #28?*
8. Should the survey be revised to include more elementary terms or alternative vocabulary, or should the survey remain as is with a raised bar? Examples questioned were words such as, "initiatives," and "diverse".
 - *Do students understand what is meant by the term "diversity"?*

9. Can the survey be absolute, especially with regard to participants' individual views, perceptions, etc.?
 - *We might wish to consider a detailed follow-up survey concerning derogatory comments; participation; experience.*
10. Campus Climate Survey Timeline
 - November 2007: finalize questions for survey
 - December 2007: discuss how survey will be disseminated
 - January 2008: finalize plans for dissemination
 - February 2008: first posting
 - March 2008: second posting
 - April 2008: results – initial report
 - May 2008: discussion of results and implications; report to the President Whitlock

Please email comments, suggestions, and/or questions to Dr. Nnoromele and Teresa Belluscio.

1. Actions and Issues Opened In this Meeting

New Actions (4):

#	Status	Owner	Due	Title	Comments	Priority
1	Open	Belluscio, Teresa	12/10/07	<u>Update to Survey</u> At next meeting we will review survey update	11/26/07: Teresa will update the survey based on committee recommendations. Revised survey will be emailed before next meeting.	High
2	Open	Belluscio, Teresa Nnoromele, Salome	Before 12/10/07	<u>Provide Survey Feedback to Co-Chairs via Email</u>		High
3	Open	Belluscio, Teresa	Before 12/10/07	<u>Contact Bethany Miller, Director of Institutional Research</u>	Bethany will be invited to the December 10 meeting to discuss questions raised regarding the survey.	High
4	Open	Belluscio, Teresa	12/10/07	<u>Training Update</u>	Agenda item was not discussed.	Normal

		Nnoromele, Salome				
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New Issues (0)

#	Status	Raised by	Owner	Due	Title	Comments	Priority
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2. Open Actions and Issues Prior To This Meeting

#	Status	Raised by	Owner	Due	Title	Comments
1	Open	Johnson, Gladys	Belluscio, Teresa Nnoromele, Salome	11/26/07	Obtain a copy of the NWC Video Presentation	10/22/07: Gladys Johnson said the video can be obtained through the SGA
2	Open	Thomas, Deneia	Thomas, Deneia; Chandra, Vigs		<u>Sub-Committee Invite via List Serve</u> Suggestion that a list serve is created to invite committee members who would wish to serve on a sub-committee. The sub-committee would share national, regional, and local information related to race and diversity.	10/22/2007: Vigs Chandra volunteered to assist in creating a sub-committee
3	Open	Belluscio, Teresa	UDC		<u>Creative design committee</u>	10/22/07: Gladys Johnson wishes to serve on design sub-committee for

						campus-wide diversity awareness campaign
4	Open	Belluscio, Teresa	Belluscio, Teresa		<u>Ask Human Resources to Provide Training</u> Concerning how we advertise for recruitment	10/22/07: Teresa will begin promoting by asking HR for input
5	Open	Belluscio, Teresa	Belluscio, Teresa	11/26/07	<u>Background on How Survey Began</u> At next meeting we will discuss updates to survey	10/22/07: We need to measure diversity on campus in order to meet strategic plan mandate
6	Open	Belluscio, Teresa	Committee members	11/26/07	<u>Provide Survey Feedback to Co-Chairs via Email</u>	
7	Open	Belluscio, Teresa	Committee members	11/26/07	<u>Background on How Survey Began</u> At next meeting we will discuss updates to survey	10/22/07: We need to measure diversity on campus in order to meet strategic plan mandate

Old Open Issues (4)

#	Status	Owner	Due	Title	Comment
1	Open	Committee		Follow-up After NWC Group Visit	UDC should take the responsibility to assist with or sponsor a forum following the NWC event

2	Open	Thomas, Deneia		<u>Diversity Climate in Faculty & Staff Environment</u>	Does UDC keep a finger on pulse of faculty/staff with regard to diversity? Climate is an issue when diverse groups are hired to faculty and staff
3	Open	Nnoromele, Salome		Plan Development for Structured Diversity Introductions	Because isolation exists, UDC needs to consider developing a plan [of structured] groups similar to <i>Meet & Greet</i>
4	Open	Nnoromele, Salome		The UDC budget could be utilized for the sustainable purpose of creating diversity publications	\$3000.00 is the annual budget we have to work with; we can request more money if needed.

3. Actions and Issues Closed Day of Meeting (2)

Actions Closed Day of Meeting (2):

#	Status	Owner	Due	Title	Comments
1	Open	Belluscio, Teresa	11/26/07	<u>Background on How Survey Began</u> At next meeting we will discuss updates to survey	10/22/07: We need to measure diversity on campus in order to meet strategic plan mandate
2	Open	Belluscio, Teresa	11/26/07	<u>Provide Survey Feedback to Co-Chairs via Email</u>	

Issues Closed Day of Meeting (0);

#	Status	Raised by	Owner	Due	Title	Comments	Priority

Resources

<http://www.africanamericanstudies.eku.edu/flyer/HotelRwanda>

Additional information:

UDC meeting schedule (Regular meetings on the fourth Monday of the month at 1pm, except in December, as shown below. Meetings will take place in Library 208)

Fall Semester	Spring Semester
October 22	Jan 28
Nov 26	Feb 25
Dec *10 (*earlier due to Christmas Holiday)	March 24
	April 28 (May - no meeting)