

University Diversity Committee

Meeting Minutes

September 20, 2011

I. Call to Order

Dr. Salome Nnoromele called to order a regular meeting of the Eastern Kentucky University Diversity Committee at 1:34 p.m. on September 20, 2011, in the Student Success Building, Room 549.

The following members were in attendance, confirmed by sign in sheet.

Debbie Sowers	McNair Scholars
Sherry Robinson	Provost and Academic Affairs
Sandy Hunter	Emergency Medical Care
George Gallien	Multicultural Affairs
Lauren Childs	First Year Programs
Roger Cleveland	Educational Leadership
Sandra Moore	Associate Provost for Diversity Planning
Gladys Johnson	Cooperative Education
Sandra Moore	University Diversity Planning
Norman Powell	Educational Leadership
Sheila Pressley	Environmental Health Science
Socorro Zaragoza	Foreign Languages and Humanities
Sara Zeigler	University Programs

Co-chairs

Salome Nnoromele	AFA/English
Teresa Belluscio	OSID

II. Introductions and Approval of the May 17, 2011 Minutes

Dr. Nnoromele asked new committee members to provide an introduction to the committee and supply background information on their title and department. Ms. Lauren Childs provided an introduction to the committee, Ms. Childs is a Graduate Assistant in First Year Programs. The committee welcomed Ms. Childs to the University Diversity Committee.

Dr. Nnoromele inquired committee members about the May 17, 2011 minutes, she asked if committee members had read and approved of the minutes, as presented. Dr. Zeigler made a motion to approve the minutes, as presented. Dr. Hunter seconded. The minutes were approved.

Reports:

III. Update, University Diversity Breakfast

Dr. Salome Nnoromele reviewed with the committee details regarding the September 28, 2011 University Diversity Breakfast. She reported the following members as participants in the University Diversity Breakfast Subcommittee:

- Sheila Pressley
- Socorro Zaragoza
- Teresa Belluscio
- Salome Nnoromele
- Jessica Gregory

Dr. Nnoromele stated the committee planned event logistics, budgeting, additional breakfast programming and secured a guest speaker, Mr. Roberto Arevalo, a documentary producer. She noted Dr. Zaragoza was instrumental in securing Mr. Arevalo as the breakfast's keynote speaker. A copy of the Breakfast's program was circulated to committee members for review and comment. Ms. Belluscio shared the menu for the breakfast with the committee. Dr. Nnoromele shared background information about Mr. Arevalo. She noted Mr. Arevalo is the artist-in-residence at the University of Georgia and founder of a Documentary company, Beyond Documentary.

Dr. Zaragoza encouraged committee members to bring colleagues and students to the after breakfast workshop at the NOEL Studio and to the break-out discussion panel on issues in diversity at Keen Johnson from 1:30 - 3:00 pm. Dr. Nnoromele reported 19 campus departments or programs had confirmed interest in representation via an informational table at the breakfast, she reviewed Mr. Arevalo's travel itinerary with the committee. Dr. Zaragoza reviewed information pertaining to Latin Heritage month and encouraged committee members to disseminate programming information with their students and colleagues. Dr. Nnoromele noted the possibility of development of an after breakfast opinion survey for attendees.

IV. Comprehensive Diversity Plan Update

Ms. Sandra Moore provided the committee with an update regarding the ECU Comprehensive Diversity Plan. She shared background and justification of the plan's evolution to its current form and noted the plan has been a community effort. She commented the plan was presented to the Council on Postsecondary Education's committee on Equal Opportunities June 9, 2011. Ms. Moore reported positively on the plan's reception in the CPE's Committee on Equal Opportunities noting the plan was approved and is on the agenda for the September 28, 2011 meeting of the ECU Board of Regents. She noted the plan will go back to the CPE for approval after the Board of Regents approves the plan. Ms. Moore shared with the committee the importance of diversity planning, including the need for continuous progress in diversity enrollment and retention, which authorizes ECU to add new academic programs in accordance with standards set forth by the CPE. Ms. Moore explained comparisons between diverse populations in Kentucky and ECU's service territory. Ms. Moore noted the plan addresses standards outlined by diversity planning framework developed by the CPE, noting that the CPE does not measure Asian populations for enrollment and retention of students and employees. Ms. Moore was available for questions and discussion, she emphasized the need for diversity to be systemic.

Ms. Moore briefly discussed the Comprehensive Diversity Plan with the Committee. Dr. Nnoromele and Ms. Belluscio thanked Ms. Moore for her report.

V. Campus Climate Survey

Ms. Teresa Belluscio provided the committee with an update of important dates and information related to the upcoming Campus Climate Survey. She provided the committee with the names of individuals assisting with this year's implementation, Ms. Bethany Miller will distribute the survey via Zoomerang in faculty/staff email and Mr. Jeff Whitaker will assist with the student survey via ECU Direct. Ms. Belluscio noted the survey will not change except for an update with racial descriptions to reflect new federal guidelines. She shared items of action for the survey's marketing strategy which include the President's office disseminating an announcement one week before the survey's distribution, ECU today announcements, notices in the lobbies and announcement boards for students, extended campus participation, incentives for students and faculty/staff and volunteers to monitor kiosks designated for survey participation.

Ms. Belluscio shared the proposed Campus Climate Survey's timeframe of events: President's message dissemination October 19, 2011, survey distribution October 24, 2011, surveys close December 31, 2011 and the draft report from Bethany Miller will be available March 2012. Dr. Nnoromele suggested a subcommittee be formed to aide with implementation of tasks associated with the campus climate survey, Dr. Nnoromele described the budget for the UDC. She described the overall budget as \$3,000 with one time funds of \$500 from the Provost's office; Dr. Nnoromele explained a majority of the budget funds the breakfast and approximately \$500 of funds are allocated to the maintenance of the Diversity Committee's ECU website. Dr. Nnoromele explained there are limited funds to assist with the important endeavor of the campus climate survey and asked committee members and their offices to help. Ms. Moore explained there is a buy-in process for diversity. Dr. Hunter expressed conversations can occur with separate deans and department chairs to garner support. Dr. Nnoromele stated budget needs of the survey need to be established by a subcommittee. The following individuals agreed to be part of the Campus Climate Subcommittee:

Gladys Johnson
Sandy Hunter
Sheila Pressley
Teresa Belluscio
Salome Nnoromele

Dr. Hunter suggested the subcommittee set a budget, target individuals and units then disseminate the survey strategically.

VI. Other Business

Temple Grandin Chautauqua Lecture

Ms. Teresa Belluscio highlighted the upcoming Temple Grandin Chautauqua Lecture and provided background information on Dr. Grandin and how issues raised by her lecture support diversity initiatives. Dr. Grandin is a nationally recognized autism advocate and animal science researcher.

Benefit for East Africa

Dr. Salome Nnoromele shared details for an upcoming benefit sponsored by the African and African American Studies Department to benefit east Africa. She noted there will be a musician and silent auction activities with proceeds benefitting the people of east Africa who are struggling with famine. Dr. Nnoromele encouraged committee members to invite colleagues and students and to donate items for the silent auction.

Job Posting – Full Time Coordinator at International Education

Dr. Zeigler discussed the current position opening in the International Education department for a full-time Coordinator. She reported Dr. Lana Carnes is chairing the search committee. The position is available since Ms. Beth Blanchard, the previous Coordinator is retiring, Dr. Zeigler noted the position no longer requires a bulk of administrative assistant duties.

Dr. Zeigler reported information related to general education requirements at ECU and shared some results from the General Education survey. She noted the proposal includes a 6 hour curriculum block related to diversity. The committee engaged in discussion related to components of a liberal education and how the general education proposals fulfill the needs of students in a global society.

Dr. Nnoromele and Ms. Belluscio thanked Dr. Zeigler for the information.

VII. Adjournment

With no further items to discuss, Dr. Zaragoza made a motion to adjourn. Dr. Zeigler seconded. The committee adjourned at 2:34 pm.