

**Eastern Kentucky University
University Diversity Committee**

Meeting Minutes

Subject: UDC Meeting

Chairperson: Belluscio, Teresa; Nnoromele, Salome

Date: 12/10/2007

Start Time: 1:00 PM

End Time: 2:00 PM

Duration: 01:00

Location: Library 208

Members Present: Allen, Jenny; Bauer, Adrienne; Belluscio, Teresa; Fifer, David; Glover, Matthew; Holbrook, Wyndee; Johnson, Wardell; King, Amanda; Moore, Sandra; Nnoromele, Salome; Scott, Tracy; Stewart, Kimberly; Welker, Mark; Zeigler, Sara

Regrets: Chandra, Vigs; Cozart, Melissa; Johnson, Gladys; Poffenberger, Abbey; Sowers, Debbie; Thomas, Deneia

Absent: Byrn, Stephen; Cornett, Shirley; Crowe, Loni; DeSeze, Perrine; Fomundam, Kenneth; Kirkpatrick, Kristie; Matthews, Betsy; Parker, Jessica H.; Perera, Mayantha; Street, James; Sutherland, Nicholas A.; Thompson, Sherwood; Vice, Janna; Wallace, Clarence

Resource: Zabawa, Debbie

Agenda:

1. Call to Order
2. Announcements
3. Approve Previous Minutes
4. Open issues
5. New business
6. Adjourn

Meeting Summary

1. **Call to Order (Dr. Nnoromele)**
2. **Announcements (Dr. Nnoromele)**

No announcements. Dr. Nnoromele wished everyone a happy holiday and a very prosperous New Year.

3. **Approve Previous Minutes (Dr. Nnoromele)**

Dr. Nnoromele asked the committee to review the minutes from the November 26, 2007 meeting. Dr. Ziegler motioned that the minutes be approved; Mr. Mark Welker seconded the motion. The minutes were approved with an amendment.

4. **Open issues**

Campus Climate Survey (UDC)

(Bethany Miller, Director of Institutional Research, could not attend the UDC meeting as had been planned. Ms. Miller provided items for Ms. Belluscio to discuss with the committee.)

1. A communication plan needs to be further developed. A communication plan is essential to ensure a broad representation of survey participants. Ms. Belluscio will update the communication plan and send out an update to Committee members electronically. Some communication ideas and concerns discussed were:
 - a. The need to communicate who would receive the report was stressed.
 - b. Focus groups could be invited to participate. Groups who might not have immediate access to computers, such as Facilities Services, could be one such focus group. An invitation to focus groups could provide groups passionate about various facets of campus climate with a means of expression.
 - c. UDC could have computer stations in place to assist groups in their participation. Computer stations could be utilized in the Powell Building, for example. Students could be on-hand to attract necessary attention and gain participants for the survey.
 - d. Other communication was discussed such as how the report would be advertised campus-wide. Suggestions were made such as publicizing in EKU Today and an early introduction of the survey from the President or the Provost.
 - e. Participation incentives such as prizes and drawings were suggested.
 - f. Institutional Research should be consulted concerning how online students will be surveyed. A dropdown menu might be considered to allow students to select their main campus, including online classes as an option.
2. The timeline for the survey was also discussed in brief as Ms. Sandra Moore, special assistant to the Provost for University Diversity, said, “the Council on Postsecondary Education (CPE) has contracted the Harvard Civil Rights Project (HCRP) to conduct a state wide diversity study in order to establishing the compelling interest for diversity in the Commonwealth of Kentucky. Each state institution will participate in the study and some members of the institution will be asked to respond to the survey.” The timeline for the CPE instrument currently is in infancy and is not due by June 2008.
3. Survey revision was focused upon by members of the Committee. Ms. Belluscio recorded all recommendations and communicated that she would send out an updated survey before the next meeting. In addition, she requested that any

further comments, questions, and/or suggestions be emailed to either of the co-chairs. Some of the changes to the survey involved the following:

- a. Review of key vocabulary terms to ensure target comprehension of definitions
- b. Changes to answer scale
- c. Separate questions for each represented group mentioned in survey
- d. Separate questions for race and ethnicity to ensure differentiation between the two
- e. Add a comment box at bottom of survey

5. New business (Dr. Nnoromele)

Student Activities Council (SAC) Briefing

1. Student Government Association (SGA) executive David “Doc” Fifer, student body president, introduced guest Lindsey Cross, executive vice president of SGA, to the UDC. Together Mr. Fifer and Ms. Cross briefed the Committee on the NWC event, scheduled for February 13 at 7:00 pm., the same time as the African/African-American Studies program (AFA) has scheduled the Paul Rusesabagina lecture. Mr. Fifer stated that the contract with NWC is not confirmed, and that there is a clause in the contract with NWC which states that the host has the option of rescheduling an event with NWC. According to Mr. Fifer, options such as scheduling NWC for earlier on the date of February 13; rescheduling another spring date; or moving the event to the fall of 2008, will be considered. A meeting is to follow the UDC meeting today to discuss and work through the scheduling conflict.
2. Dr. Nnoromele requested that the SGA representatives inform the Committee about NWC. Mr. Fifer and Ms. Cross explained that the NWC is a critically acclaimed and controversial stage performance of three ethnic minorities, centered on prejudice and stereotypes. Mr. Fifer reported that a forum was held to consider bringing the NWC to campus. Although there were arguments articulated concerning the group, Mr. Fifer said the majority of attendees at the forum choose to give NWC a try, and some attendees have pledged their support. NWC, as was explained by the SGA representatives, is both a comedy and a serious act, portrayed in such a ridiculous manner, that it results in opening doors to further discussion concerning prejudice and stereotyping. The SGA has plans to create appropriate age dialogs (discussion sessions) following the performance. Ms. Belluscio thanked Mr. Fifer and Ms. Cross for their participation and asked that the UDC be informed of the revised performance date for NWC.

6. Adjourn

1. Actions and Issues Opened In this Meeting

New Actions (2):

#	Status	Owner	Due	Title	Comments	Priority
1	Open	University Diversity	Before 1/21/2007	Provide further		High

		Committee 2007-2008		survey feedback to co- chairs via email		
2	Open	Belluscio, Teresa	Before 1/28/08	Update to Survey.	Teresa will update the survey based on committee recommendations. Revised survey will be emailed to UDC before January 28 meeting.	High

New Issues (1)

#	Status	Raised by	Owner	Due	Title	Comments	Priority
1	Open	Committee	Office of University Development & Student Government Association	ASAP	Scheduling conflict: NCW Event/ Paul Rusesabagina Lecture	Meetings to be held following University Diversity Committee meeting to discuss scheduling conflict.	High

2. Open Actions and Issues Prior To This Meeting

Old Open Actions (5):

#	Status	Owner	Due	Title	Comments	Priority
1	Open	Belluscio, Teresa Nnoromele, Salome	11/26/2007	Obtain a copy of the NWC Video Presentation Gladys Johnson raised this action.	10/22/2007: Gladys Johnson said the video can be obtained through the SGA	Normal
2	Open	Belluscio, Teresa		Creative Design Committee Form a creative	10/22/2007: Gladys Johnson wishes to serve on	Normal

				design committee.	the design sub-committee for campus-wide diversity awareness campaign.	
3	Open	Belluscio, Teresa		Ask Human Resources to Provide Training. This concerns how we advertise for recruitment	10/22/2007: Teresa Belluscio will begin promoting by asking HR for input.	Normal
4	Open	Belluscio, Teresa		Background on How Survey Began At next meeting we will discuss updates to survey	10/22/2007: We need to measure diversity on campus in order to meet strategic plan mandate.	Normal
5	Open	Belluscio, Teresa, Nnoromele, Salome	11/26/2007	Obtain a copy of the NWC Video Presentation Gladys Johnson raised this action.	10/22/2007: Gladys Johnson said the video can be obtained through the SGA.	Normal

Old Open Issues (4)

#	Status	Raised by	Owner	Due	Title	Comment	Priority
1	Open	Belluscio, Teresa, Nnoromele, Salome	Belluscio, Teresa, Nnoromele, Salome	11/26/2007	Training Update	Agenda item was not discussed.	Normal
2	Open	Chandra, Vigs, Thomas, Deneia			Sub-Committee Invite via List Serve. Suggestion that a list serve is created to invite	Dr. Chandra volunteered to assist in creating a sub-committee.	Normal

					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		
3	Open	Thomas, Deneia			Diversity Climate in faculty & Staff Environment Question to Consider: Does UDC keep a finger on pulse of faculty/staff with regard to diversity?	10/22/2007: Climate is an issue when diverse groups are hired to faculty and staff.	Normal
4	Open	Nnoromele, Salome			Plan Development for Structured Diversity Introductions	10/22/2007: Because isolation exists, UDC needs to consider developing a plan of [structured] groups similar to Meet & Greet event.	Normal

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

Actions Closed Day of Meeting (1):

#	Status	Owner	Due	Title	Comments	Priority
1	Open	Belluscio, Teresa	12/10/07	Contact Bethany Miller, Director of Institutional Research Contact representative from Institutional Research to answer questions and provide input.	Bethany will be invited to the December 10 meeting to discuss questions raised regarding the survey.	Normal

Issues Closed Day of Meeting (0);

#	Status	Raised by	Owner	Due	Title	Comments	Priority
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