

Meeting Date: March 31, 2014

Members Present: Darshon Anderson, Katie Bruich, John Fincher, Greg Hunt, Tiffany Johnson, Aaron Knight, Joslyn Kuykendall, Wendy Lucas, Sandra Luckett, Juan Mayen, Letha Mosley, Angela Webster-Smith

Members Absent: Orville Adams, Bi-Ling Chen (AA), Jerry Coleman, Nancy Gallavan (AA), Graham Gillis (AA), Victor Green, Kaye McKinzie (AA), Corey Parks (AA), Carolyn Pinchback, Charlotte Strickland (AA), Ronnie Williams (chair) (AA); (AA: *Prior Awareness of Absence*)

Call to Order: Angela Webster-Smith called the meeting to order at 3:00 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The February 11, 2014 minutes were reviewed and approved electronically.

II. Discussion and Voting on Strategic Planning Process:

John Fincher gave a brief overview of the discussion given at the last meeting regarding the strategic planning process presentation. Everyone was given a document highlighting the Strategic Plan Framework and he mentioned that much of the work has already been completed. The back of the form included suggested next steps. He mentioned that the form had been updated from the previous one given at the last meeting. The dates/deadlines were deleted and there were a few name changes. Two choices were to be made: Approve the framework as presented and vote to begin work on the steps. Discussion took place regarding work that has already been done through Wendy Lucas' area and not wanting to duplicate that work. Darshon Anderson made a motion that the framework be accepted as presented. Sandra Luckett seconded the motion. The motion passed.

III. Old Business: Sub-Committee Reports

- A. Data- Assessment: Darshon Anderson spoke on behalf of the sub-committee. A demographic survey was distributed. Darshon Anderson noted that the survey would ideally be linked with the students' myUCA log-in. She stated the purpose of the survey is to allow divisions to take an assessment of what they need to carry out their purpose in their office and to have data to request funds through the Strategic Budget Committee (SBC). The committee is requesting feedback/approval on the questions as presented. There was discussion about question duplication in comparison to other division surveys and response rate. It was suggested that the survey be connected to Institutional Research so that it would be more legitimate. Letha Mosley recommended that the survey become mandatory and given during the beginning of the academic year. Wendy Lucas added that

the department secretaries could make the changes during the same time as the students are getting their academic holds taken off. Aaron Knight brought up the point of needing to address how data-assessment is being institutionally handled. It was suggested that a meeting be set up to clean up the records that exist and making a plan for the future. Those people would include: Amber Hall (IR), Ron Patterson (Admissions), Graham Gillis (HR), Leigh Ann DenHartog (Advising), Becky Rasnick/Claye Eubanks (Registrar), Jonathan Glenn/Lee Stevens (IT), Gary McCullough (Graduate School). Angela Webster-Smith requested that what is available on the banner screens be sent to the committee before the meeting is called. Katie Bruich stated that she could send everyone snapshots of the banner screens. No action was taken on the survey.

- B. Funding for Diversity Initiatives: Greg Hunt spoke on behalf of the sub-committee. He first mentioned that one concern is that funding is not high on the President's list. Secondly, the University of Arkansas Fayetteville was given as a suggested benchmark of how and where they are able to get funding. Greg Hunt stated that Mr. Williams felt that \$250,000 would be an appropriate funding starting point. He stated that Mr. Williams would reach out to his U of A contacts to discuss how to get funding, starting with strategic partnerships.
- C. Gender Neutral Restrooms: Juan Mayen spoke on behalf of the sub-committee. A handout highlighting the suggestions and ongoing conversations was distributed. The suggestions included: Posting signs or fliers with the location of Gender Neutral Restrooms (GNRs) inside current restrooms, locating GNRs on new UCA Campus printouts, changing signs as well as removing infrastructure where needed to enable more restrooms to become gender neutral, post the GNR list on certain UCA department websites, and post a GNR symbol under the locations tab on the UCA app. One ongoing conversation is the discussion in housing of having gender neutral floors. In regard to LGBTQ issues, there are several campus wide trainings planned for the 2014-15 academic year and every UCA athlete this spring is receiving the training. Juan Mayen also indicated that the GNR list has been updated. Wendy Castro suggested that the list be provided to ambassadors during campus tours. Angela Webster-Smith will work with Juan Mayen to talk with Jonathan Glenn and Mark Heffington about getting the list on the campus maps and websites, respectively. There was discussion of how many GNRs are enough and where does signage come from/how is it funded. It was determined that Physical Plant should be able to change the signage or make a conversion as a part of a refurbishment by informing Larry Lawrence.
- D. Retention & Recruitment: Angela Webster-Smith spoke on behalf of the sub-committee. She stated that several ideas were discussed. One point being that international faculty need more assistance obtaining permanent residency. The committee has a few

recommendations for HR on how to remedy this. Another topic was equity and course evaluations in that international and minority faculty tend to receive resistance from students and even lower evaluations than Caucasians due to accents, appearances, and basic differences. The committee recommended having sensitivity training during freshman orientation. There was discussion on if there was actual data for that. Angela Webster-Smith noted that it was anecdotal. The committee will be looking at models used at other universities to determine how they make students more aware of diversity on the campus. The committee recommends that key offices such as HR and any other office that serves all faculty and students have diverse personnel. There was discussion on how to recruit, retain, and develop diverse faculty. It was also brought up that some faculty wanted training on how to work more effectively with international students.

IV. Old Business: *Feedback on Annual Diversity Training*

Darshon Anderson offered one idea which was to offer training to faculty on specific student issues in diversity and vice versa such as the dilemma discussed previously in the report by Angela Webster-Smith.

V. New Business: *Board Policy 502 Diversity Statement*

Letha Mosley spoke on behalf of the sub-committee. An updated recommendation was given to the committee. The committee was asked to review the most recent statement as presented and offer feedback. Letha Mosley made clarifications of what changes were made between each recommendation. The sub-committee requested that any feedback be submitted by April 7. The committee will present the final recommendation for the May Board of Trustee meeting at the next meeting.

VII. Calendar: Next Meeting

April 21, 2014; 3 p.m., Student Center, Room 214

Adjournment: Meeting was adjourned by Dr. Angela Webster-Smith at 2:48 p.m.