

Meeting Date: October 5, 2015

Members Present: Boniecki, Kurt; Chen, Bi-Ling; Frank, Adam; Gallavan, Nancy; Gillis, Graham; Jackson, Apryl; Knight, Aaron; Lallu, Hershila; Maxwell, Lauren; Mosley, Letha; Rogers, Jammille; Smallwood, Marie; Webster-Smith-Angela; Williams, Ronnie; Yang, Lei

Members Absent: Lockett, Sandra; Simpson, Tyra; Smith, Marcia

Call to Order: Angela Webster-Smith called the meeting to order at 1:06 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved the March 9, 2015 minutes.

II. Committee Composition:

- The committee websites are being updated to reflect the new replacements on the committee.
- We welcome to the committee: Adam Frank, Apryl Jackson, Lauren Maxwell, Jammille Rogers, Marie Smallwood, Tyra Simpson and Marcia Smith.

III. Sub-Committee Reports

- **Data-Assessment:** The sub-committee presented their findings from their reference checks in regards to Rankin & Associates. It was determined that a different software that is much more affordable should be used: Skyfactor Assessment Tools. The sub-committee will be sending the climate survey draft out to the full committee for input and suggested alterations. The survey will be sent within the next week via a google document, with a requested due date of October 31, 2015. Feedback on the survey design will then be solicited from the faculty, staff, and student senates. A pilot survey will also be conducted with a small student sample.
- **Funding:** There was a request sent before the Strategic Budget Advisory Committee last year, however the funding was not approved. Vice President Williams and Dr. Angela are preparing a new funding request, which will be presented before the SBAC this fall. Plan B is to request money from President Courtway via his discretionary fund. The money the committee is requesting would go towards the action items of the UCA Strategic Plan, the Diversity Strategic Plan, and the work of the Office of Institutional Diversity.
- **Retention & Recruitment:** Dr. Angela will be attending the Compact for Faculty Diversity conference for the sole purpose of recruiting diverse faculty. This conference hosts over 1,000 minority Ph.D. candidates. The committee is working on an online application for Diversity grants that are available to faculty/staff, departments/colleges, and recognized student organizations.
- **Strategic Planning:** The sub-committee has met to determine our communications campaign. The committee will be having a meeting this Fall to provide guidance on the purposes, principles, practices, and processes of the Diversity Strategic Plan (DSP). The

DSP also requires funding for minority vendor programming, campus-wide diversity programming, campus organizations collaborations, dissemination of diversity related research, scholarship, creative activity, and the Diversity and Inclusive Excellence Award.

IV. New Business: *Bias Incident Reporting Form*

This form can be found on the diversity website. Dr. Angela accepted feedback for a broader plan to make the campus aware of the statement and the reporting process. There was a question on whether it should be added to the course syllabus and student handbook. Both are being explored.

V. New Business: *Diversity Statement*

The Diversity Statement that is found within the Mission, Vision, and Core Values of the university website, under the Diversity sub-heading. This will be the official diversity statement that will go on all pieces of diversity literature in the future, such as job announcements and various departmental websites.

VI. New Business: *UCA Strategic Plan FY 2015 Action Items*

The UCA Strategic Plan Action Items are:

- Campus-wide diversity programming
- Diversity and Inclusive Excellence Award

These items require budget allocation.

A new sub-committee has been put in place to begin work on this. The members include: Nancy Gallavan, Hershila Lallu, Marie Smallwood, and Darshon Anderson.

VII. New Business: *Identifying LGBT Project*

There will be a new sub-committee to research other universities and find out what they are doing. We want to specifically research those in our football conference, Arkansas universities, and a few in contiguous states. The members of the sub-committee are Adam Frank, Graham Gillis, and Tyra Simpson.

VIII: Calendar: Next Meeting

Denicha Kemp will send out a Doodle poll regarding the next meeting for early in the spring.

IX: Adjournment

The meeting was adjourned at 1:54 p.m.