

Meeting Date: October 6, 2014

Members Present: Darshon Anderson, Kurt Boniecki, Bi-Ling Chen, John Fincher, Nancy Gallavan, Graham Gillis, Victor Green, Greg Hunt, Tiffany Johnson, Aaron Knight, Joslyn Kuykendall, Hershila Lallu, LaTonya Matheney, Latha Mosley, Ryan Pfaff, Carolyn Pinchback, Charlotte Strickland, Angela Webster-Smith

Members Absent: Jerry Coleman (AA), Doug Isanhart (AA), Sandra Lockett, Ronnie Williams (AA)

Call to Order: Angela Webster-Smith called the meeting to order at 3:02 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved the April 21, 2014 minutes.

II. Appointments Update/Clarification:

- *Update:* Two new appointments have been made to the committee on behalf of SGA- Hershila Lallu and Ryan Pfaff. LaTonya Matheney has replaced Katie (Bruich) Johnson and Doug Isanhart has replaced Kaye McKinzie.
- *Clarification:* Appointments to the committee will follow the academic year; therefore, those members with one year appointments will end their term in Spring 2015 and those with two year appointments will end their term in Spring 2016.

III. Board Policy 502/525 Clarification:

- *Policy 502:* The Non-Discrimination Statement that was voted on by the Board this past spring and has now been updated to reflect some of the suggested changes submitted by the ad-hoc committee.
- *Policy 525:* The Diversity Committee directive and guidelines for how the committee should be represented.

IV. Sub-Committee Reports

- *Strategic Planning:* Set a couple of dates; summer meeting was not feasible; more planning prepared for this semester.
- *Assessment:* College Student Personnel Association (CSPA) students are assisting with background literature on campus climate. Should have something to present by the end of the semester.
- *Funding:* No report

- *Retention & Recruitment:* There was a reception held for diverse Faculty and Staff with about 60 in attendance. Most attendees rated it 10 out of 10. Assessments indicated a want for more mixers and professional development opportunities. Dr. Webster-Smith is working with IDC to provide this. The Provost will host and fund a fireside chat this Fall and an ice cream social this Spring. Dr. Webster-Smith is attending a conference to recruit diverse faculty. Dr. Anderson noted that her college uses a check sheet when recruiting and suggested that all colleges use one. Dr. Gallavan asked that the check sheet be shared.

V. Old Business: *Revisit Gender Neutral Restroom label and symbol*

Last semester the committee voted to have more gender neutral restrooms and voted on the signage. Dr. Webster-Smith met with the LGBTQ faculty/staff advocates and it was determined that the signage needed to be changed slightly. Dr. Webster-Smith passed around examples of the proposed signage changes. Dr. Gallavan motioned to approve the graphics. Dr. Mosley seconded the motion. Motion passed. Dr. Gallavan suggested that an email blast be sent out when the signs are ready. Dr. Webster-Smith asked the SGA reps to contact Mark Heffington regarding placing the restroom locations on the UCA map.

VI. New Business: *Dr. Anderson: SPC discussion/update*

The Strategic Planning Committee does not need the committee's recommendations but wants the committee to use the information that was gathered previously to create the DAC Strategic Plan.

VII. New Business: *DAC Strategic Plan sub-committee selection*

Dr. Gallavan motioned to add members to the sub-committee inclusive of staff, faculty, and student senate members, specifically those who can vote. Dr. Mosley seconded the motion. Motion passed. The following will be members:

- Nancy Gallavan
- Tiffany Johnson
- Ryan Pfaff
- Victor Green

Mr. Fincher noted that the sub-committee needs a deadline for an outline of their thoughts and a date for a hardcopy of suggested updates and modifications. The first date will be November 7 and the second date will be December 5.

VIII. Other Business:

Minority Vendors- UCA is at 28% for minority vendors; Dr. Anderson is developing a questionnaire for distribution to perspective minority vendors.

Lactation Station Committee- A committee was formed to meet the needs of expecting mothers and new mothers. The task of the committee is to provide a place for them to nurse and/or pump if they desire. The committee will be asking for volunteers to be a part of a focus group.

Syllabus Statement- Mrs. Strickland brought up a discussion regarding a statement that Dr. Gallavan drafted for faculty to use in their classrooms “if they are wanting to facilitate conversations with student populations on available campus resources and wanting to assist any student with special needs or issues (LGBT, Veteran, Pregnant Student, etc.)” (see statement below)...

Statement for Course Syllabi

The University of Central Arkansas dedicates itself to academic vitality, integrity, and diversity (AVID). UCA faculty and staff can guide you to various campus resources to support you individually. You are encouraged to talk with your instructors to establish productive academic outcomes related to your classes and/or to gain information and access to appropriate campus resources and opportunities.

IX: Calendar: Next Meeting

The next meeting will be in January, 2015. A doodle poll will be sent out closer to the month of January.

Adjournment

The meeting was adjourned at 4:11 p.m.