

Meeting Date: March 27, 2018

Members Present: Brown, Riva; Combs, Brandon; Drayton, Morgan; Duncan, Taine; Gillis, Graham; Lasker, Karen; Maltbia, Cornell; Parke, Vickie; Riedmueller, Shannon; Sierra, Jose; Smallwood, Marie; Williams, Ronnie

Members Absent: Frank, Adam; Groves-Scott, Victoria; Jemerson, Carmesha; Jetts, Kristin; Knox, Leslie; Lyons, Laci; Strickland, Charlotte; Walker, Azida; Willie, Sommern

Call to Order: Darshon Anderson called the meeting to order at 1:36 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved the minutes from October 17, 2017 on November 3, 2017.

II. Sub-Committee Reports

- **Data-Assessment:** No report
- **Funding:** The committee presented to the Strategic Budget Advisory Committee; Waiting on results
- **Retention & Recruitment:** Dr. Angela attended the 24th Institute on Teaching and Mentoring in Atlanta to recruit minority faculty. This was the 6th year for UCA to participate. To date, one SREB STEM faculty candidate has been hired by UCA.
 - Institute attendance is by invitation only for SREB-State Doctoral Scholars, the National Institutes of Health (Bridges to the Professoriate NIGMS-MARC scholars), the National Science Foundation (Alliance for Graduate Education and the Professoriate scholars), the Alfred P. Sloan Foundation scholars and the Office of Federal TRIO Programs, United States Department of Education (Ronald E. McNair Program scholars). University recruiters apply and register, based on availability. Typically, 75 to 100 colleges and universities are represented.
 - As usual, roughly 1,000 minority PhD candidates attended. Seventeen scholars from a variety of disciplines signed UCA's list as being interested in teaching at UCA. Dr. Angela remains in touch with the candidates.
 - As part of UCA's collaboration with SREB, search committee and department chairs can consistently search the Diverse Doctoral Scholars Directory to seek underrepresented faculty candidates. This information is shared with the Council of Deans and department chairs each year. Dr. Angela willingly shares the website and passcodes, as requested.
- **Diversity Strategic Plan:** The KPIs will affect the next step of the plan; There were 153 respondents to the diversity strategic plan department reports.

- **Diversity & Inclusive Excellence Award:** There will be a finalist chosen at the end of the week.
- **Gender Identity:** Dr. Combs identified an issue with Banner 9 on the login screen requiring the full name instead of the preferred name; the issue is being resolved.
- **ID Grant Program:** There were 4 submissions received; all were approved for up to \$250.
- **Black Men's Experience:** The sub-committee is still gathering information
 - The goal is to create a report by December and to make a formal recommendation
 - The question of “where does the information go?” was raised
 - The following offices/committees were suggested: Student Success & Retention Council, Office of Diversity and Community, and Provost's Office
- **Immigrant Experience:** The sub-committee is still gathering information
 - Student needs including DACA students
 - F/S may also have needs (employment VISA etc.)
 - Another meeting is planned in a couple of weeks
- **Political & Religious Acceptance:** The sub-committee has met twice this year. The main objectives/accomplishments thus far are:
 - Contacted HR about inclusive language on posted holiday information (From “Christmas” Break to “Holiday” Break)
 - Will work in the fall to help promote the elections
 - Planning a spirituality program in 2018-2019 year

III. Old Business

- An employee is concerned that certain benefits the university offers are not inclusive
 - From a committee standpoint, there is a concern for the legality of changing the benefits policy
 - This is being referred to the Employee Benefits Advisory Committee (EBAC)

IV. New Business- Key Performance Indicators:

- The floor was opened for a discussion on KPIs. The members were grouped to discuss the three diversity goals and establish KPIs based on those goals. The information is being compiled by Dr. Anderson and will be voted on at a later time.

V. Announcements/Committee Expectations

- Diversity Fair- Friday, March 30- 12 p.m.-3 p.m. - amphitheater- this fair is in response to the first campus climate survey

VI: Calendar: Next Meeting

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

VII: Adjournment

The chair adjourned the meeting at 2:37 p.m.