

Meeting Date: April 21, 2014

Members Present: Darshon Anderson, Kurt Boniecki, John Fincher, Nancy Gallavan, Tiffany Johnson, Aaron Knight, , AJ Marlin (for Corey Parks), Juan Mayen, Letha Mosley, Angela Webster-Smith, Charlotte Strickland, Ronnie Williams

Members Absent: Orville Adams, Katie Bruich(AA), Jerry Coleman(AA), Graham Gillis, Victor Green, Greg Hunt, Joslyn Kuykendall, Sandra Lockett, Kaye McKinzie(AA), Carolyn Pinchback,

Call to Order: Ronnie Williams called the meeting to order at 3:06 p.m.

**Chair noted that Wendy Castro has accepted an academic position and Kurt Boniecki has taken her place on the committee.*

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The March 31, 2014 minutes were reviewed and approved electronically.

II. Discussion on the Progress of Newly Passed Strategic Planning Process:

- The committee has approved the framework. More people need to be added to the sub-committee. John Fincher and Mathilda Hulett (of Student Services Division Strategy) will serve as a resource. Ronnie Williams, Angela Webster-Smith, and John Fincher will be discussing ways to enhance the sub-committee. Mr. Williams asked that members of the committee think about if they would like to be a part of the sub-committee. John Fincher stated that there is a need to re-evaluate the sub-committee. Currently, both members are non-voting members and serve as a resource. Three things to think about: (1) who wants to be on the committee, (2) adding the timeline back into the framework over the Summer, (3) developing the tools needed to complete the plan. Mr. Williams brought up a discussion regarding diversity plans from all of the colleges and the need for an “overarching” plan to guide the campus in the area of diversity. Dr. Boneicki will collect information (through survey) from the colleges regarding their diversity plans (what is in place, structure/function, resource allocation etc.)
- Darshon Anderson passed around a sheet of a compilation of SPC forum results. Wendy Castro suggested, through Darshon Anderson, that the committee take the results, prioritize them, and present them at the next SPC meeting as a recommendation. Unfortunately, the next meeting is May 1 which left too quickly of a turn around. It was determined that the recommendation would wait until the first meeting of the Fall.

**Chair brought up discussion on the number of DAC meetings this year and need for summer meeting*

- *Suggested that the Summer meeting be a working meeting with lunch provided*
- *Will have a meeting in Summer, preferably in June, with advanced notice given*

III. Appointments for 2014-2015 Clarification

The Drawing of Lots for the committee was originally done during the February meeting so we will not draw again until December 2014 so that everyone gets a full-year term.

IV. Institutional Diversity Initial Engagement Plan

Angela Webster-Smith passed out a document containing the Division of Institutional Diversity Initial Engagement Plan. She and Mr. Williams have already begun sharing the plan with different governing bodies around the campus. The plan included two dimensions: UCA Business and Individual Enhancement; and seven focal points: diversity advisory committee, diversity website, diverse faculty recruitment, retention, and development, diverse student recruitment, retention, and development, community collaborations, professional development of the division, and measurement and monitoring. There was discussion over the dimensions such as including marketing in the second dimension and adding a third dimension. Angela Webster-Smith liked the marketing idea and noted adding a third dimension may come later but this is just the “initial plan.” Juan Mayen brought up a discussion on international recruiters. Angela Webster-Smith noted that there are discussions in the works with International Engagement to go over their recruitment plan and Kurt Boniecki indicated that the Provost’s Office has done some international recruiting. Angela Webster-Smith indicated that committee members could feel free to email her ideas at any time.

V. Old Business: *Sub-Committee Reports*

A. Funding for Diversity Initiatives Committee Update

Mr. Williams spoke on behalf of the sub-committee. The program at U of A Fayetteville under Charles Robinson will be the benchmark. They have two funds in place: Maintenance & Incentive Fund and Strategic Fund. For the strategic fund, the departments/colleges make specific written requests in relation to diversity to the committee and they will determine whether or not they are funded. If they are funded, it is at 100%, with a 20% declining scale. Mr. Williams brought up a discussion on possible UCA funding sources: Board Endowment, ARAMARK, Coca-Cola contract. The Maintenance & Incentive Fund allows for a one-time ask for advertising, etc. Mr. Williams hopes to get something similar in place soon.

B. Data- Assessment Committee Update

Darshon Anderson was provided the tables of data from Lee Stevens from Banner. They include religion, veterans’ status, gender and race/ethnicity. The survey data cannot be connected to Banner. Next step is to contact Amber Hall in Institutional Research to find out what will need to

be done to collect the data in order to maintain its legitimacy and utilization for requesting of funds from the SPC. Darshon Anderson is currently waiting on a response from Amber Hall pertaining to this step.

C. Gender Neutral Restrooms Committee Update

Juan Mayen updated the GNR list. He and Angela Webster-Smith are meeting with Larry Lawrence this week about signage and the possibility of additional GNR designations in academic buildings and in residence halls. Angela Webster-Smith distributed a handout with GNR signage for everyone to review and discuss. However, due to not making quorum, no vote could be taken. Discussion was tabled until the next meeting.

D. Retention & Recruitment Committee Update

This month, Mr. Williams and Angela Webster-Smith will present before the Council of Deans on strategies for the recruitment, retention, and development of diverse faculty. She has reached out to the Office of International Engagement for a meeting of collaboration on diversity in general, and the committee's recommendation, in particular. Graham Gillis and Angela Webster-Smith will meet in early May regarding the committee's recommendations. In the last meeting, this committee requested additional student sensitivity education for students regarding faculty diversity and course evaluation equity. Angela Webster-Smith stated at that time that the sentiments were anecdotal but she wanted to ensure the committee that there is nationally regarded research on disparity in course evaluations based on the gender and race of faculty. Statistics on that topic were then provided. The sub-committee is reviewing how other universities address inclusive excellence in student sensitivity with incoming freshmen and upperclassmen. They are looking at including diversity training in SOAR and/or other orientation classes.

VI. Old Business: Update on Annual Diversity Training

This upcoming year's topic will be Veterans and Military. Charlotte Strickland is in the process of talking with different individuals who are involved in these areas to obtain information for the training. She is meeting with legal counsel regarding the online training that will be offered.

VII. Old Business: Update on Board Policy 502 Diversity Statement

Letha Mosley passed out a final recommendation from the sub-committee. It was reviewed by the committee. There were a few clarifications but no objections to the recommendation as presented. *(The final recommendation was sent to Warren Readnour and he will compile a final recommendation for the May Board of Trustees meeting).*

VIII. Announcements from Members

Angela Webster-Smith and Mr. Williams will present to the Faculty Senate this week, Staff Senate in May, and SGA in the Fall to discuss the Initial Engagement Plan for the Division of Institutional Diversity.

IX. Calendar: *Next Meeting*

A Summer meeting will be planned for some time in June. Please look for an email soon.

Many thanks to everyone for your service this year!

Adjournment: Meeting was adjourned by Angela Webster-Smith at 4:15 p.m.

DRAFT