

**Meeting Date:** November 5, 2018

**Members Present:** Brown, Riva; Collier, Larissa; Drayton, Morgan; Duncan, Taine; Eslinger, Nadia; Frank, Adam; Gillis, Graham; Glenn, Jonathan; Green, Charlotte; Holbrook, Franklin; Jetts, Kristin; Lyons, Laci; Maltbia, Cornell; Robertson, Brandi; Shook, Steven; Smallwood, Marie; Strickland, Charlotte; Walker, Azida; Webster, Angela

**Members Absent:** Groves-Scott, Victoria; Ramirez, Esmeralda; Williams, Ronnie

**Call to Order:** Dr. Webster called the meeting to order at 1:06 p.m.

**Agenda Items:**

I. Introduction of Committee Members

At the beginning of each new academic year, everyone is introduced as there are new members added to the committee.

II. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved the minutes from October March 27 on April 10, 2018.

III. Subcommittee Reports

● **Data-Assessment:**

- The subcommittee is continuing to work on the key performance indicator information that was compiled from the previous meeting.
- Provost Poulter requested an update on the Campus Climate Survey from February 2016; the committee has compiled a list of accomplishments.
- Dr. Anderson is designing custom departmental Campus Climate Surveys as requested.
- There is a need for voting members on the subcommittee.

● **Funding:**

- The division has a new advancement representative, Haley Fowler, who will be meeting with the subcommittee in January to discuss funding priorities/needs.

● **Retention & Recruitment:**

- Dr. Angela attended the Compact for Faculty Diversity Conference and will continue to court potential diverse faculty candidates.

● **Diversity Strategic Plan:**

- The report of departmental DSP activities are due November 15; the subcommittee is requesting each department to submit at least a two activities that pertain to each goal.
- There is a need for voting members on the subcommittee; Taine Duncan has agreed to join the subcommittee.

- **Diversity & Inclusive Excellence Award:**
  - Two recipients were awarded last year.
  - There is a need for more representation on this subcommittee.
  
- **Gender Identity:**
  - The Banner Team plans to convene a Project Management Plan to sort out the particulars and protocols to address the needs, uses, and situations. With this good faith effort, Dr. Glenn will be back in touch with a timeline and milestones regarding the use of Preferred Names in UCA's technological systems.
  
- **IDI Grant Program:**
  - The application is being updated and will now be available online, thanks to the work of the subcommittee.
  
- **Black Men's Experience:**
  - The subcommittee has provided a profile of African American men on campus.
  - The subcommittee is working on compiling a final report of their findings. The committee submitted a report on what they discovered thus far based on the Fall 2017 cohort (Exhibit A).
  - The data will include information inside and outside of the classroom
  - There is a group of 15 at-risk students who have been identified due to failing GPAs from one semester to the next. Mr. Fincher suggested using additional resources to gather other information that could explain the disparities such as social or familial issues.
  - Many of the young men in the pilot referred to Project X and B-MAC programs as positive experiences.
  
- **Immigrant Experience:**
  - The subcommittee originally focused on DACA issues but has expanded its scope.
  - Current work includes the formulation of a written policy on the visa process for immigrant faculty and an international guidebook. This also includes addressing the sponsorship of PERM visas. Anticipated completion date is February 2019. After the policy is completed, the plan is to create a web page addressing both H-1Bs and PERMs. There would also be an expanded orientation/onboarding available for incoming international scholars/staff with an anticipated start date in the Fall.
  - The following questions were presented to legal counsel: "Is the [contracted] local immigration attorney representing UCA in the process or representing the immigrant employee? Also, is the employee applying for the visa/green card able to communicate directly with the contracted attorney?" This was the response: "the outside immigration counsel is hired for employer-sponsored PERM visas. The attorney sends a letter signed by the University and the faculty member that sets out the role of the attorney and the fees paid by the University versus the faculty member. The faculty member can contact the attorney directly, but the faculty member will be responsible for fees (if any) that are outside the University's agreed payment/services as set forth in the letter of representation."

- **Political & Religious Acceptance:**

- SGA created a resolution showing their support for allowing students, faculty, and staff to vote on election day (Exhibit B).
- Student groups Vote Everywhere and Bear Advocacy worked together to put on “Party at the Polls” and “Puppies at the Polls” to encourage increased voter turnout. A shuttle was provided for voters from the Student Center to the Donaghey Hall voting site and pizza, puppies, and music were provided at the Donaghey Greens for entertainment.
- Some UCA staff worked at the Donaghey Hall voting site.
- The subcommittee will be putting on a “Spirituality” lunch and learn March 28 in the SC 214. There will either be an employee panel or a speaker.
- The Student Government Association and the Office of Institutional Diversity and Inclusion hosted a Civility Circle on “Civility & Politics” on November 7.

#### IV. New Business:

- Dr. Duncan announced a possible upcoming opportunity to participate in a multi-university research study on the intersectionality of domestic violence and LGBTQIA status. More details will be provided later.

#### V. Announcements/Committee Expectations

- Each committee member is asked to review the subcommittee list and select at least one on which to actively participate. Report your selection to Dr. Webster.

#### VI: Calendar: Next Meeting

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

#### VII: Adjournment

The meeting was adjourned at 1:44 p.m.

**Black Male Experience Committee Update**  
**November 5, 2018**

**BY THE NUMBERS**

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*The data presented below reflect some of the Fall 2017 cohort data that will be used to create a report on the black males that matriculated in the fall of 2017. Additionally, focus group data will be added to the final report.*

**79 Black males**

There were 79 first-time entering Black males for fall 2017.

**3.18 High school GPA**

The average high school GPA of the incoming black male cohort of 2017 is 3.18.

**81% From Arkansas**

Sixty-four students (81%) are from Arkansas while 15 were from either Alabama or Texas. Of those 64, 28 are from central Arkansas.

**9% Credit hours of 30 or more**

Seven of the 79 entered in with 30 or more credit hours.

**66% Conditional admission status**

The number of students who were conditionally admitted was 52 (66%).

**14% Residential College admission status**

Eleven students (14%) resided in a residential college.

**1% Honors College admission status**

One student enrolled in Honors College.

**1.87 Fall 2017 GPA**

The average fall 2017 term GPA is 1.87. Thirty-eight (48%) students earned below a 2.0 GPA their first semester. Fifteen (19%) earned a 0.0 GPA.

**22.4 Credit hours earned in 2017-2018**

The average number of credit hours earned for 2017-2018 academic is year 22.4. This does not include UNIV course completion.

**96% Retention rate for fall 2017 to spring 2018**

There were 76 (96%) black male students enrolled for spring 2018.

**71% Retention Rate for fall 2017 to fall 2018**

There were 56 (71%) students from the fall 2017 cohort that were enrolled in fall 2018.

A RESOLUTION PRESENTED TO THE STUDENT GOVERNMENT ASSOCIATION  
UNIVERSITY OF CENTRAL ARKANSAS

Title of Resolution: A Resolution to Support UCA Students, Faculty, and Staff Voting on  
Election Day

Sponsor: Cagney Kilgroe, Junior Class President

Co-Sponsor: Bear Advocacy Group, Andrew J. Goodman, Vote Everywhere Ambassadors

Date Presented to Senate: October 22nd, 2018

Student Life Committee:  Adopt  Do not Adopt  Amend

*Whereas*, voting is an essential part of maintaining a healthy democracy;

*Whereas*, according to Campus Vote Project, people aged 18-29 years old makeup 21% of the eligible voting population but vote at lower rates than any other demographic group;

*Whereas*, UCA is a Vote Everywhere campus that strives to increase voter education and civic engagement;

*Whereas*, the UCA SGA has set a goal for 33% student voter participation in the 2018 midterm elections;

*Whereas*, many UCA students have registered to vote in Faulkner County in order to vote on campus;

*Whereas*, UCA's future as a polling location requires substantial voter turnout at the site;

*Whereas*, many students, faculty, and staff will have obligations on the Tuesday of Election Day that will require them to vote during X-Period or between classes; and

*Whereas*, voting on Election Day, especially at the polling location on campus, may require waiting in line for an unforeseen amount of time; therefore, be it

*Resolved*, that the Student Government Association of the University of Central Arkansas supports all students, faculty, and staff in their efforts to vote.