**Multicultural Advisory Committee**

**Raburn Conference Room of Keller Hall**

**November 5, 2009**

**Meeting Minutes**

The meeting was called to order at 9:10 a.m. Members present were Dr. Jana Beaver, Dr. Ernestine Davis, Dr. Mark Foster, Ms. Lauren Givens, and Ms. Toysan Reed. Ms. Joan Williams was a visitor at the meeting.

The minutes from October’s meeting were approved without corrections.

Ms. Reed started the meeting by reviewing the committee’s recommendation to request ex-officio membership in this committee for both the Director and Assistant Director of Diversity and Institutional Equity from the Office of Diversity and Institutional Equity (ODIE) on campus. The committee feels that it is very important for one or both of these individuals to attend each of our meetings to promote cooperation between the two entities and prevent overlap on projects. Ms. Reed will contact Dr. Terry Richardson, Chair of Shared Governance Committee, to determine how to move forward in obtaining shared governance approval with this proposed change.

The next item for discussion was the Student Diversity Survey. Ms. Williams from ODIE confirmed that their office will conduct this survey on campus. Ms. Reed will request that Dr. Lelon Davidson, Director, and/or Ms. Joan Williams, Assistant Director, of ODIE will attend our next meeting to provide us with the timeline of the Student Diversity Survey for the 2009-10 school year. The committee will also discuss with them the possibility of assisting in analyzing the survey results so we have access to meaningful data for future decision making. To continue with the survey topic, Dr. Davis asked if a Faculty Diversity Survey had ever been administered. Ms. Reed stated that the Office of Institutional Research, Planning and Advancement (OIRPA) would have the demographics available from other data gathered. Ms. Williams added that she knew a survey existed containing a diversity component produced by the OIRPA. Dr. Davis specifically was interested in a survey that would provide attitudinal data from minority faculty and staff only and suggested that this might be something of interest to ODIE. Ms. Reed will request that Dr. Andrew Luna, Director of OIRPA, attend our next committee meeting to discuss this topic.

The Presidential Mentors’ Academy was next on the agenda. Ms. Reed read from the April 2009 minutes about the TRIO grant and targeting specific students for various programs via departmental input. Dr. Davis further explained the purpose of this program. The committee decided to hold off on this issue for now until Dr. Foster can talk to Dr. Tanja Blackstone, grant expert from the Department of Economics and Finance, about possibilities of grant money to retain MBA minority students as employees upon graduation.

Ms. Reed shared highlights from the Shared Governance Committee Breakfast for committee chairs, which vice chair, Dr. Loeppky, attended in her absence. Dr. Loeppky’s notes from this meeting focused on ensuring that committee meetings are well-documented and announced to the university public. Also, committees are charged with asking large visioning-type questions and challenging themselves by reviewing what exactly they should be doing and what could be done better or differently.

Next, the role of this committee was discussed. Ms. Reed gave copies of the committee description and the committee’s charge from p. 15 of the Shared Governance document. The committee has not updated its description since its inception in 1996. Both documents need to be updated since they were created before ODIE was in place at this university and there is possible duplication. After we talk with ODIE, the committee will clarify our role/charge. Ms. Joan Williams also mentioned that communicating with the President’s Advisory Council on Diversity might be helpful. That group is comprised of community and university individuals who research best practices on how to diversify on campus. There was also discussion about reviewing our campus’ Strategic Diversity Plan and determining ways our committee could assist in implementation.

Ms. Reed brought up that individuals with disabilities on our campus are covered under the umbrella of this committee as well. The committee discussed many current obstacles we see on campus for these individuals. There was a unanimous vote to approve a project for this year to work on suggestions to improve some of the disability issues on campus. Ms. Givens will talk with staff in the residence halls to discuss accessibility issues. Ms. Reed will contact the Disability Support Services Office to obtain demographic information helpful for this project. We will move forward at the next meeting once we have more information.

The meeting adjourned at 10:10 a.m.