

ANNUAL REPORT
August 1, 2011

Multicultural Advisory Committee

University of North Alabama
Florence, Alabama

Frank A. Diaz
Committee Chair

August 1, 2011
Date submitted

Submitted to: **John G. Thornell**
Vice President, Academic Affairs

Date received

UNIVERSITY OF NORTH ALABAMA

ANNUAL REPORT 2010-2011

I. Executive Summary

The multicultural Advisory Committee (MAC) met eight times during the 2010-2011 academic year. We considered several areas impacting diversity and multicultural issues on our campus including offering suggestions to The Office of Institutional Research, Planning and Assessment (OIRPA) for the Campus Climate Survey, submitting proposals to the VPAA and Shared Governance for the formation of a new advisory committee and the addition of a grant writer's position to address accessibility issues on our campus. We offered suggestions and feedback to The Office of Diversity and Institutional Equity (ODIE) on its upcoming online diversity training. We also have been actively considering recommendations for OIRPA and ODIE on ways to maximize participation on future surveys from our underrepresented groups on campus.

The MAC hopes to increase our support and involvement with ODIE as well as the newly formed Student Multicultural Advisory Committee in the coming year.

The MAC will continue to offer recommendations regarding diversity, multicultural and accessibility issues on our campus as we see the need arise.

II. The Committee's Charge (from the Shared Governance Document)

1. To serve as an advisory committee for the examination of issues of campus diversity and multiculturalism.
2. To gather and review information on University diversity and multiculturalism and assess University performance in these areas in light of the information obtained.
3. To propose changes in campus policies, procedures, and programs related to diversity and multiculturalism.
4. To work closely with the ODIE regarding diversity issues.

III. The Committee met on the following dates:

September 29, 2010
November 22, 2010
January 31, 2011
March 3, 2011

October 1, 2010
December 14, 2010
February 21, 2011
March 21, 2011

IV. What were the Committee's actions and accomplishments this year relative to each of the items of the charge?

1. We finalized and submitted our recommendations to OIRPA for current and future Campus Climate Surveys.
2. We submitted a proposal to install a new position of Grant Writer, specifically charged with securing funds to help the University address the needs of its minority members and those with special access needs.
3. We submitted a proposal to form a new Accessibility Advisory committee within University Shared Governance to specifically address accessibility issues on our campus.
4. We submitted our opinions on how the move to Division I would impact our campus community with special emphasis on diversity, multiculturalism and accessibility issues.
5. We offered our feedback to ODIE on its planned online diversity training.

V. What were the Committee's formal recommendations?

- A. We recommended that a new advisory board be formed to address accessibility issues on campus.
- B. We recommended that a new grant writer position be put in place to help the University secure funds to help address the accessibility and diversity needs of our campus.
- C. We recommended that the University not move to Division I because it would not offer significant benefits to our campus' community and could very well siphon funding and other resources that could be better used to address the diversity, multiculturalism and accessibility needs that exist.

VI. What does the Committee plan to accomplish

- A. In the coming year:
 1. The MAC will work with ODIE on reviewing and interpreting the most recent Diversity Survey results to formulate steps to be implemented to enhance our campus' atmosphere for all its members.
 2. The MAC will work with ODIE to help select topics and speakers for a proposed Diversity/Multiculturalism Open Forum.

3. The MAC will increase our support and involvement with the Student Multicultural Advisory Committee.

4. The MAC will submit a formal proposal to OIRPA and ODIE on ways to increase the participation of minority members of our campus on future surveys. In particular, we hope to address the lack of participation from the University's service personnel.

VII. What are the Committee's weaknesses?

The main weakness of the committee is the ongoing difficulty to get enough members to meet regularly to achieve quorum and to therefore be able to accomplish the committee's goals. We also received a request by Dr. Lelon Davidson to be removed from the committee as an Ex Officio member.

A. What can the Shared Governance Committee help you do to address the weaknesses?

It is unclear to me what can be done to help the committee, either internally or at the Shared Governance level, to motivate the members to take their responsibility more seriously.

VIII. Comments.

None.