**Diversity Committee – Agenda: 9/18/13 3-4:30 pm, A243**

Purpose/Charge: to assist in coordinating, implementing and further developing the College/s diversity initiatives.

Objectives:

1. To analyze systematic, organizational barriers, policies, procedures and traditions which detract from achieving diversity goals and to recommend an appropriate institutional response to these findings.
2. To provide advice, support and assistance in the implementation of faculty and staff development in the area of diversity.

Members : Kathy LeBeau, Devin Chambers, , Kris Hoffhines, Judy Kulchawik, Linda Mueller, Stephanie Norris, Bill Pankey, Kathryn Powell, Michelé Robinson, Lauren Salotti, Charlotte Shulze-Hewett, Roger Spayer

Members Present: Judy Kulchawik, Kathryn Powell, Michele’ Robinson, Lauren Salotti, Charlotte Shulze-Hewett, Roger Spayer, Tara Mathien

Guests: Bhasker Moorthy for Judi Zaplatynsky, Tryg Thoreson

Chairs: Tara Mathien & Kris Hoffhines Note Taker: Lauren Salotti

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| Agenda Item | Discussion | Action Item |
| Welcome! |  |  |
| Diversity and Inclusion Task Force | Tryg | Tryg thanked the Diversity committee for their input during the Task Force charge. The Task Force has met their charge and has now been disbanded. |
| Michelé Robinson – new position | Michelé | Michele’ reviewed her new duties as Assistant Provost for Diversity and Inclusion, which take effect on Jan 14, 2014. Some of these tasks include:  Developing support for the Affinity group; developing a diversity scorecard; serving as bias incident reporter (reported to Dr. Ender); overseeing the Diverse Teaching Fellows Program; developing the 360 evaluation process; IEM (speaks to examining and reducing the turnover of diverse staff members).  The 360 Evaluation concept was explained in greater detail. |
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| Diversity committee function/future | 1. Diversity Symposium – programmatic event vs. committee event 2. Notetaker for October meeting/Barb Koenig from November on | Programmatic vs committee was discussed. Programmatic advantage is that we can plan everything with more wide-spread input and that we “own” it. A sub-group of this committee can plan the Symposium and get the word out. What will the format of the Symposium be this time? Same as last year or something different? (Ex: deans can present what is being done in their departments re diversity. ) Seemed like most members liked the idea of having a program like last year. We must decide what we will *do* and then *who* will do it. Therefore the members agreed that we will bring ideas to our October meeting and make our decision. Our goals should be to make sure we reach as many people as possible. Carolynn Muci will be brought in for promotion for whatever program is decided upon. Tara is looking into the availability of Wojcik conf room for April 25, 2014. |
| DREAM Association update | Bhasker Moorthy subbing for Judy Zaplatinsky | DREAM Update: 3 new mentor pairs this year; will host a Fall and Spring prof dev event and a networking event. The DREAM Celebration event will take place on April 25, 2014, right after the Diversity Symposium. |
| Shared Governance transition materials | 1. Shared governance training workshops – members and chairs 2. Transition materials: structure, agenda, minutes, etc. 3. Encouraged that all members stay on thru October/new members solicited after that | This now be called the Diversity and Inclusion committee. Tara reminded all about the training available for those interested in being considered for membership and/or leadership of a committee. The October meeting will be the same structure. November meeting and thereafter , structure will change to new format. People may choose to leave the committee in November but no one will be removed. There will be a 3 year term for each member. Details of membership and duration was discussed. There will be a Chair and a Vice Chair. Minutes and agenda will be in the same format for all committees. A permanent notetaker will be assigned for each committee. |
| Next meeting | 10/16 |  |