

President's Commission on DAEI

Thursday, February 27, 2014

Commission Members Present: Dr. John Bello-Ogunu and Dr. Joe Kelly, Co-Chairs
Floyd Breeland, Jan Brewton, Daron-Lee Calhoun II, Dr. Raul Carrillo-Arciniega, Meredith English
Perrone, Dr. Jocelyn Evans, Kimberly Gertner, Dr. Anthony Greene, Dr. Courtney Howard, Deborah
Mihal, Dr. Luci Moreira, Ed Pope, Dr. Jim Posey, Robert Reese, Sarah Simmonite, Suzette Stille, Maricela
Villalobos, Dr. Trish Ward

2010-2012 Commission Members Present: No 2010-2012 Commission Members Present

Special Guest(s): No Special Guest(s) in Attendance

Commission Members Absent: Dr. Marguerite Archie-Hudson, Dr. Hollis France, Anita Gadsden, Otto
German, Dr. Godfrey Gibbison, Dr. Jon Hale, Damon Hilton, Dr. Brian McGee, Dr. Bob Mignone

Note Taker & Timekeeper: Kimberly Gailliard

MEETING MINUTES

Approval of December 5, 2013 Minutes

- Dr. John Bello-Ogunu formally called the meeting to order and made a motion that the minutes from the December 5 meeting be approved; Dr. Luci Moreira seconded the motion.

Update on the 2014 CofC Campus Climate Assessment Project (continued from 12.5.13 meeting)

- Dr. Jim Posey provided the Commission with the following details on the Campus Climate Committee's ongoing Assessment Project:
 - *Survey Distribution Timeline:*
 - March 2014: Survey opens to CofC campus community via *MyCharleston*
 - April – May 2014: Analysis of survey results by Rankin & Associates
 - August 2014: CofC campus community receives formal report of survey results
 - *Administering the Survey via MyCharleston:*
 - Ensures higher participation rate since site receives heavy traffic from students, faculty, and staff
 - Ensures that only CofC campus community has access to the survey (eliminates chances of the survey being forwarded to external parties if sent in an email link)
 - Survey participants will be led to Rankin & Associates website (via MyCharleston) where they will complete the survey. Surveys must be completed in one-sitting.
 - *Projected Survey Outcomes:*
 - Increased knowledge about the current campus climate
 - Incoming College president will be informed of current campus climate
 - Thorough assessment of students' individual experiences at CofC
 - Identification of discriminatory environments at CofC
 - Baseline for future studies to show where the College is improving or not improving based on current campus climate
 - *Incentives for Survey Participants*
 - Survey participants will have an opportunity to enter their name into a drawing for an iPad mini; three winners (1 student, faculty, and staff member) will be selected.

- Following Dr. Posey’s presentation, the following questions were asked:
 - Dr. Joe Kelly (Can survey results be published earlier than August 2014 to coincide with the DSP’s goal of training 150 faculty in diversity education?)
 - Deborah Mihal (Has the College’s IT Department screened the web-based survey to ensure that it complies with Section 508 of the Rehabilitation Act?)
 - Dr. Posey stated that the survey will also be administered in a paper format and Kimberly Gertner and Ms. Mihal have been noted as points-of-contact for anyone who may need assistance completing the survey due to a disability.

Subcommittees’ Prioritized 2014-2015 DSP Initiatives

PCD Subcommittee Chairs provided an overview of the Commission’s top funding priorities for the 2014-2015 Academic Year. Dr. Kelly noted that the funds requested are line items the Commission would like the College’s Executive Vice Presidents to advocate for on behalf of their respective divisions and units.

- **Top 10% Pilot Initiative** (CMISARRAS – Suzette Stille) requires \$145,000 to fund a pilot program targeting high-achieving minority students attending high schools in Charleston, Dorchester, and Berkeley Counties. The funds would be used to fund scholarships, cover the cost of marketing and recruitment activities, and add additional seats in the SPECTRA Program. Scholarship monies included in the budget would be generated through a capital campaign managed by the College’s Office of Institutional Advancement and would be contingent upon support from the Provost’s Office. This would address Goal 1 of the Diversity Strategic Plan (DSP).
 - The following questions were raised regarding the Top 10% Pilot Initiative
 - Ms. Mihal asked whether or not there is a plan to create a strong system of academic support for the students admitted to the College through the Initiative. She stated that her primary concern is whether or not the students are positioned to succeed academically. Dr. Bello-Ogunu agreed with Ms. Mihal’s point and stated that without sufficient programs in place to help students succeed academically there is a potential to create a revolving door for students; he pointed to STAAS as one way to ensure the students receive the assistance they may need once enrolled.
 - Dr. Courtney Howard asked for further clarification on the intended goal/outcome of the Initiative. In response, Ms. Stille stated that the goal is multi-pronged and encompasses an effort to attract high-achieving students from local high schools which will also increase access to higher education for first-generation students (particularly students of color). Dr. Kelly added that the Initiative doesn’t change admissions requirements already in place, but markets the College to students who otherwise may not seek admission to the CofC.
 - Dr. Howard also asked what tools will be put in place to help students adjust socially once on campus, thereby aiding in stronger retention rates for minority students. Dr. Kelly stated that the department of Multicultural Student Programs & Services is one such mechanism already in place to help students become acclimated to campus socially and culturally.
- **STAAS** (CMISARRAS – Dr. Bello-Ogunu) requires \$73,000 to cover staffing and operations for a comprehensive program that will provide proactive and intrusive academic support services to minority students enrolled at the CofC. The intended goal/outcome of the program is to strengthen the retention rate of underrepresented students at the College of Charleston. This would address Goal 1 of the DSP.
 - Meredith English Perrone asked Dr. Bello-Ogunu to expound upon the structure of the program, specifically detailing where an overlap of services may occur. Dr. Bello-Ogunu stressed that the while STAAS will work with MSPS to offer tutoring services, the program is unique due to the utilization of various methods that will be used to ensure the academic success and retention of minority students attending the College.

- Dr. Posey shared that results from a study conducted last year showed that minority students transferring from the CofC did not leave primarily due to poor academic standing, but rather due to their struggle to adjust to the campus culture; he stated that he hopes money used to operate STAAS will not only go towards academic support services, but will also be used to help students become better-adjusted to the CofC from a social/cultural standpoint as well. Dr. Bello-Ogunu concurred with Dr. Posey's point and pointed out additional features of the program which include cross-cultural counseling, career exploration, and leadership development.
- **Diversity Scholars Lecture Series & Minority Faculty Mentoring** (CMFARRA – Dr. Raul Carrillo-Arciniega) requires \$10,000 to help attract more minority faculty members to the College of Charleston and provide them with role models and mentors within their designated fields of study. This would address Goal 2 of the DSP.
- **Recruitment for Staff Positions** (CMSARRA – Dr. Bello-Ogunu, on behalf of Ed Pope) requires \$10,000 to help increase the number of job applications submitted by minority applicants and conducting a review of all temporary positions and determining which ones should be converted to full-time permanent positions. This would address Goal 2 of the DSP.
- Ms. Mihal noted that a request submitted last year through the PCD to fund a Student Services Coordinator position in the Center for Disability Services was not considered by the Executive Vice Presidents. To ensure that funding for the position is considered this year, Dr. Bello-Ogunu suggested that Ms. Mihal re-submit the item in conjunction with the new programs/initiatives being proposed.
- Jan Brewton suggested that the PCD Co-Chairs meet one-on-one with those Executive Vice Presidents whose divisions/units will be impacted by the proposed funds prior to presenting the information to the President's Office and the Board of Trustees to ensure that the requests are interpreted correctly.
- Dr. Bello-Ogunu suggested that the Commission also make a strong push for mandatory diversity training of faculty members with 150 persons trained being the benchmark.

PCD Discussion of Divisional Diversity Liaisons' position statement on the controversial course evaluation poster (continued from 12.5.13 meeting)

- Dr. Trish Ward noted that the Diversity Liaisons' position statement should be amended to exclude the School of Business, based on the explanation provided by Dr. Jocelyn Evans at December's meeting.
- Dr. Howard asked whether or not any action had been taken on the part of Academic Affairs to correct/discipline the individual responsible for the creation of the controversial course evaluation poster. PCD Co-Chairs stated that to their knowledge, no disciplinary action had been taken.
- Ms. Mihal noted that it would have been more impactful if the position statement had been submitted sooner-rather-than later; nonetheless, Commission members present voted in favor of the Diversity Liaisons' position statement and Dr. Bello-Ogunu and Dr. Kelly will present it to the Executive Vice President for Academic Affairs when they meet to discuss the 2014-2015 budget proposals.

New/Other Business

- College Reads! – *"Fun Home"*
 - Due to time constraints, the Commission was not able to address the current fallout regarding the controversial budget cuts due to the College's selection of *"Fun Home"* for the First Year Experience Program. As a result, Dr. Kelly recommended that the Commission

correspond via email to determine what position the body would like to take while the issue is still a hot topic as opposed to waiting until the next meeting scheduled for May and proposed that a meeting in April may be more appropriate in light of the announcement date for the College's new presidential hire.

Meeting adjourned at 5:00 p.m.