

President's Commission on DAEI

Thursday, April 24, 2014

Commission Members Present: Dr. John Bello-Ogunu and Dr. Joe Kelly, Co-Chairs
Daron-Lee Calhoun, Meredith English Perrone, Dr. Jocelyn Evans, Otto German, Kimberly Gertner, Dr. Godfrey Gibbison, Dr. Anthony Greene, Dr. Jon Hale, Dr. Namjin Lee, Dr. Brian McGee, Dr. Bob Mignone, Deborah Mihal, Dr. Luci Moreira, Ed Pope, Dr. Jim Posey, Robert Reese, Suzette Stille, 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: Maricela Villalobos, Sarah Simmonite, Dr. Courtney Howard, Damon Hilton, Jordan Hensley, Anita Gadsden, Dr. Hollis France, Dr. Raul Carrillo-Arciniega, Jan Brewton, Floyd Breeland, Dr. Marguerite Archie-Hudson

Note Taker & Timekeeper: Kimberly Gailliard

MEETING MINUTES

Approval of February 27, 2014 Minutes

- Prior to the start of the meeting, Dr. Brian McGee announced that he would be leaving the meeting early to attend a previously-scheduled engagement. Dr. John Bello-Ogunu also announced that he would be leaving early to attend a memorial service for one of his foster children.
- Dr. Bello-Ogunu called the meeting to order and made a motion to approve the minutes from the February 27 meeting; Robert Reese seconded the motion.

AVP/CDO: Welcome & Special Announcements

- Dr. Bello-Ogunu formally announced that Dr. Joe Kelly will be stepping down from his current post as PCD Co-Chair, effective at the end of the 2014 Spring Semester. He presented Dr. Kelly with a certificate of appreciation for his contributions to the Commission since its founding.

Updates on Co-Chairs' Meeting with:

- **President-elect McConnell**
 - Dr. Kelly and Dr. Bello-Ogunu recently met with President-elect McConnell to discuss the current state of affairs for the President's Commission on Diversity. They presented him with a snapshot of the Diversity Strategic Plan which highlights areas in which the Commission's efforts have been successful and where it would like to see improvement (particularly through funding).
 - Due to time constraints, Dr. Bello-Ogunu and Dr. Kelly were only able to discuss **Goal 1: Recruit, retain, and graduate more minority, 1st generation, and international students** at length with President-elect McConnell.
 - Results from their discussion are provided below:
 - Dr. Kelly and Dr. Bello-Ogunu advised President-elect McConnell that a contributing factor to a lack of diversity on campus can be attributed to the void in scholarship money available for students of color. Dr. Kelly noted that this adversely impacts recruitment numbers. The primary strategy identified by the PCD Co-Chairs to rectify this problem is the implementation of a Capital Campaign that will raise funds for endowed scholarships benefitting African American students.

- Dr. Kelly stated that George Watt, Executive Director of the College of Charleston Foundation (Institutional Advancement), supports their proposal for increased scholarship dollars via a Capital Campaign and Dr. Kelly encouraged Commission members present to advocate strongly for this effort amongst their respective Executive Vice Presidents.
 - The PCD Co-Chairs also briefed President-elect McConnell on out-of-state tuition abatements for students of color which could also help increase diversity at the College. They also shared information regarding the Automatic Top 10% Admission Policy, which President-elect McConnell reportedly expressed great interest in.
 - PCD Co-Chairs Bello-Ogunu and Kelly also briefed President-elect McConnell on **Goal 2: Recruit and retain more women and minority into the faculty, staff, and administration**, but they were unable to discuss this goal and the others outlined (Goals 3 and 6) due to another meeting President-elect McConnell was scheduled to attend.
 - Overall, Dr. Kelly stated that he felt the meeting was productive and mentioned that President-elect McConnell requested a follow-up meeting with him and Dr. Bello-Ogunu to continue their discussion regarding the Commission and its diversity initiatives.
- **Provost Hynd (JK)**
 - Dr. Bello-Ogunu and Dr. Kelly also met with Provost George Hynd to discuss their proposal to increase the amount of endowed scholarship money for minority students and Dr. Kelly said that Provost Hynd supports the idea. They presented the 2014-2015 Action Plan previously prepared by the Commission which included the expansion of SPECTRA with an increase in students from 80-100 with a projected cost of \$110,000. The plan also called for funds needed to increase the number of staff in the Office of Disability Services. In addition to discussing these priorities with Provost Hynd, they also met with Dr. Jeri Cabot (Executive Vice President for Student Affairs) to make her aware of the Commission's needs as well.
 - They also stressed the need for more faculty members to participate in diversity education and training over the next three years of the Diversity Strategic Plan. Dr. Jim Posey asked whether or not their proposal to Provost Hynd included staff, but Dr. Kelly said that would be a conversation more appropriate for Steve Osborne, Executive Vice President for Business Affairs.
 - Dr. Kelly concluded his reporting by stating that he believes the efforts to align the budget requests of the Commission and the Executive Vice Presidents has been better-achieved this year, than in year's past.

New Business

- Dr. Godfrey Gibbison suggested that in the coming years, the "Next Frontier" of campus inclusion will include a more welcoming campus climate for military veterans. He shared that he and his staff have been briefed on the Green Zone Training Program which is currently being offered at several institutions across the country, including the University of South Carolina. The program is designed to create a more military-friendly-campus for veterans who go on to pursue degrees. Deborah Mihal mentioned that she has been working on initiatives similar to the one presented by Dr. Gibbison and asked that he include her in future discussions on the topic. Ed Pope and Robert Reese also asked to be included in the discussion. Dr. Gibbison agreed to convene a meeting at a later date.

- Dr. Jim Posey provided an update on the Campus Climate Survey and noted that faculty and staff participation was a little over 40% but the student response (13%) was not as high. Now that the survey has officially closed, the next steps are for Sue Rankin and Associates to use the next two months to review the data provided through the survey, compile it in a formal report, and share the results with the College. Based on the preliminary results of the survey, Dr. Posey stated that he believes the College is on the right track and that the official results will provide the university with a very good baseline moving forward.
- In the absence of any additional items to discuss, Dr. Kelly adjourned the meeting on behalf of Dr. Bello-Ogunu.

Meeting adjourned at 4:45 p.m.