

# President's Commission on DAEI

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**Thursday, September 25, 2014**

**Commission Members Present:** Dr. John Bello-Ogunu and Dr. Jim Posey, Co-Chairs  
Floyd Breeland, Jan Brewton, Dr. Raul Carrillo-Arciniega, Meredith English-Perrone, Dr. Jocelyn Evans,  
Dr. Hollis France, Kimberly Gertner, Dr. Godfrey Gibbison, Dr. Jon Hale, Dr. Courtney Howard, Dr. Bob  
Mignone, Deborah Mihal, Dr. Luci Moreira, Ed Pope, Chief Robert Reese, Sarah Simmonite, Prof.  
Maricela Villalobos, Dr. Brian McGee

**Special Guest(s):** Don Burkard, Jimmie Foster (both on behalf of Suzette Stille)

**Commission Members Absent:** Dr. Trish Ward, Suzette Stille, Dr. Nam Jin Lee, Damon Hilton, Ryan  
Spraker, Dr. Anthony Greene, Otto German, Anita Gadsden, Daron-Lee Calhoun II, Dr. Marguerite  
Archie-Hudson

**Note Taker & Timekeeper:** Kimberly Gailliard

## MEETING MINUTES

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### AVP/CDO: Welcome & Special Announcements

- ***Introduction of new PCD Co-chair***

Dr. Bello-Ogunu called the meeting to order and announced that Dr. Jim Posey (AVP of Institutional Research and Planning and Chair of the Campus Diversity Climate Committee) will replace Dr. Jim Kelly as the new co-chair of the PCDAEI. Dr. Kelly stepped down at the end of the 2013-2014 Academic Year, after serving as co-chair of the Commission since its creation in 2010.

- ***Diversity Accountability Inventory***

Dr. Bello-Ogunu announced that he has charged the members of the Diversity Liaisons Network with the task of completing the Diversity Accountability Inventory within their respective divisions and schools, to determine where challenges, opportunities, and success lie with regard to diversity programming. The results of the inventory will be sent to President McConnell for review, once completed. Dr. Bello-Ogunu said that the results will also help President McConnell to gauge the success of the College's diversity initiatives implemented thus far.

Dr. Bello-Ogunu also announced that 2014 Diversity Week is scheduled for October 6-9; he encouraged members of the Commission to promote the annual program within their departments.

- ***Progress Update on Campus Diversity Climate Survey***

Dr. Posey provided an update on the Campus Diversity Climate Survey and announced that Dr. Sue Rankin, the consultant hired to oversee the project, will be on campus to present the results to the campus community. Two town hall meetings are scheduled for October 10, in the Stern Center. During this time, Dr. Rankin will explain her findings based on the Survey results; she will also answer questions from those in attendance.

Dr. Posey said that he and Dr. Bello-Ogunu have reviewed the final report and said that the Executive Summary will be sent to the campus community one week prior to the two town hall meetings so that they can familiarize themselves with the results. A series of forums, scheduled between October and November, will take place following the two town hall meetings to gather feedback from the campus community in order to develop a plan of action moving forward.

## **New Business**

- ***“Top 10%” Admission Initiative***

Dr. Bello-Ogunu invited staff from the Office of Admissions to provide an update on the new Top 10% Admission Initiative. Don Burkard and Jimmie Foster spoke about the initiative on behalf of Commission member Suzette Stille, who was unable to attend the meeting.

Dean Godfrey Gibbison asked what the expectations are during the program’s first three years of implementation. In response, Mr. Foster said that the Office of Admissions data analyst believes that the College will receive approximately 100 applications for the program and expects to enroll approximately 40 additional students (23 of which are expected to be black students) in the first year (likely 2016). High schools eligible to submit applications under the potential program could be submitted by students enrolled in 42 high schools across the Tri County region of Berkeley, Charleston, and Dorchester Counties.

Dr. Courtney Howard asked how students applying for admission to the College through the program would be identified during the application process. She primarily wanted to know whether or not students would complete a different kind of application. Mr. Foster said the application process would remain the same; however, he did state that the students admitted to the College through the Initiative would receive extra information in their acceptance letter stating that fact.

Dr. Jon Hale wanted to know if any other structural changes would be taking place, aside from meeting with guidance counselors once the program is implemented. Mr. Foster said that when the program officially begins, CofC admissions staff will begin to host various information sessions with guidance counselors and students, including lunch-and-learn information sessions at many of the targeted schools.

Mr. Burkard pointed out that the goal of the initiative is not solely focused on admitting excellent students; he said that great emphasis is also being placed on the community outreach aspect of the program by providing greater opportunities for college and workforce readiness which will serve the growing needs of the Lowcountry and the entire State.

Deborah Mihal asked who would be responsible for the ongoing monitoring of the program’s success. Mr. Foster said that Admissions has been working closely with Dr. Lynne Ford (AVP for the Academic Experience) and her staff to ensure that the appropriate programs are in place to support students that may need additional help once enrolled at the College. He acknowledged that there are some students who will be better-prepared academically than others. He also said that Admissions would work with Institutional Research and Planning to track students’ progress throughout the pilot phase of the program.

For clarification purposes, Mr. Burkard stressed that the program is not the sole undertaking of the Office of Admissions, but that it is actually an initiative which has the support of the entire College of Charleston.

While she admits that reaching out to Hispanic students at area high schools is effective, Professor Maria Villalobos said more needs to be done to engage their parents who are more likely to be concerned about the cost of higher education and navigation of the application process. To bridge the communication gap, she said that Admissions should consider other communication and outreach strategies like targeting places Hispanics are most likely to frequent, such as churches, health fairs, and festivals. She also said that having Spanish-speaking counselors on site at the schools may remove some of those aforementioned concerns. Mr. Foster agreed with Professor Villalobos’ suggestions and mentioned that Ambar Mendez currently serves as the admissions

liaison to the Spanish-speaking population in the region. He also said that Admissions has started to offer campus tours and information sessions delivered in Spanish.

Jan Brewton asked for clarity regarding the admissions status of students accepted to the College through the initiative – she specifically wanted to know if they would be categorized differently than other students applying to the College, similar to those admitted provisionally. In response, Mr. Foster said that while Admissions recognizes the fact that additional resources will be needed for students admitted through the program, their admissions status will be the same as those who are granted full-admissions status.

Ms. Brewton also expressed her concerns about the lack of need-based assistance for students admitted to the College through programs such as the Initiative. She said she feels that there is still a void in the amount of scholarships available, in comparison to the number of minority students who need them in order to continue their education after high school.

As a follow-up to Ms. Brewton’s comments about the need for additional financial resources, Ed Pope asked about the \$125,000 initially included in the proposal of the Top 10% Initiative discussed last spring. In response to Mr. Pope’s question, Mr. Foster said that Admissions intends to request additional funds to assist first generation students who may be accepted to the College through the program. Those funds will be directed primarily towards tuition and auxiliary costs.

- ***College of Charleston & National Association of Holmes Scholars Alumni 2014 Diversity Conference***  
Dr. Courtney Howard shared information about the upcoming Diversity Conference that will take place on October 11-12, 2014, at the College of Charleston. She said the School of Education is partnering with the National Association of Holmes Scholars Alumni which is an organization that provides support to students of color who are pursuing a PhD in Education, while also encouraging them to pursue roles in higher education administration. She also shared that Dr. Freeman Hrabowski, president of the University of Maryland-Baltimore County will be the keynote speaker for the event. She also shared that several notable dignitaries from local, state, and federal government – including Representative Jim Clyburn would be in attendance. She said the cost to attend the Conference is \$50 for faculty, students, and staff; there is no cost to attend for those who would like to attend the closing ceremony on October 12.
- ***The Future of the Commission***  
Dr. Bello-Ogunu shared that he has received questions from some members of the Commission regarding the future of the Commission now that the new administration is in place. He said that while it is not uncommon for new college presidents to make institutional changes when accepting office, he has not received any information that would indicate changes will be made to the PCDAEI. He also said that he would let the Commission know if and when he did receive any information regarding changes or additions.

#### **Other Business**

- ***Center for Disability Services Update***  
Ms. Mihal announced that with the help of the PCDAEI, the Center for Disability Services was able to secure a permanent line for state funding which enabled her office to hire a new staff member who will help the office better-address the needs of students requiring services provided by CDS. In closing, Dr. Bello-Ogunu said that Ms. Mihal’s announcement underscores the important role that the PCDAEI plays in advocating for a more inclusive campus community at the College.

- ***Green Zone Training Program***

Dr. Gibbison provided an update on the discussions that have taken place about the Green Zone program previously mentioned at the last meeting of the spring semester. He said that he met with Mr. Pope, Capt. Robert Reese, and Ms. Mihal during the summer and that they have prepared a report that he will share with the group through Dr. Bello-Ogunu in the future. He also said that plans are underway for a series of Green Zone training workshops that will be structured similarly to Safe Zone training workshops. He said that Dr. Frank Budd (director of Counseling and Substance Abuse Services), Linda McClenaghan (HR) and Dr. Kristi Brian (OID) have pitched in to help as well.

**The meeting adjourned at 4:45 p.m.**