

# President's Commission on DAEI

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Wednesday, November 18, 2010

**Commission Members Present:** Dr. John Bello-Ogunu, Sr. and Dr. Joe Kelly, Co-Chairs  
Darryl Phillips, Beverly Diamond, Herbert Frasier, Clara Hodges, Andrew Lewis, Marcia White, Jimmie Foster, Jr.,  
Conseula Francis, Larry Krasnoff, Patricia Williams Lessane, Denise Mitchell, Evelyn Nadel, Alison Piepmeier,  
Teresa Smith, Marjorie Thomas, and Marlene Williams

**Commission Members Absent:** Tracey Bible, Tom Casey, Angela Crespo Cozart, John Gladchuk, Elizabeth  
Kassebaum, Guoli Liu, Brian McGee, Isaiah Nelson, Bernard Powers, Jonathan Ray, Andrew Sobiesuo, Tom  
Trimboli, Paul Verrecchia, Fran Welch and Savannah Williams

**Note taker & Timekeeper:** Rochelle Johnson

## *Minutes*

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### **Opening – Dr. John Bello-Ogunu, Co-Chair**

Dr. John Bello-Ogunu called the meeting to order and thanked Commission Members for their continued hard work on the Diversity Strategic Plan.

### **Approval of minutes for October 28, 2010 Meeting**

The minutes will be corrected and redistributed before being posted to the website. Dr. Kelly made a motion to approve the minutes of October 28<sup>th</sup>'s meeting with amended corrections. The motion was approved unanimously.

### **Task Committees: Progress Report on Diversity Strategic Plan**

Conseula Francis, Chair - Committee on Minority Faculty Access, Recruitment, Retention and Advancement

#### Year 1

- Goal #1: under **Accountable Person**, add Senior Leadership.
- Goal #2, Specific Actions 2: replace churches with religious institutions. Change all **Specific Action** - Achievement Date: August 2011.
- Specific Action 4, under **Achievement Date**: This should be a 5-year plan. Goal should be one (1) new-hire per year. Make funds available from new budget for the new academic year.
- Goal #3: Specific Action 3: **Achievement Date**: August "2011".
- Goal #4, Specific Action: make Achievement Date: June 2012.
- Goal #5, Specific Action: add Hispanic Studies. Cost/Resources: \$3,000 annually.
- Goal #6, Specific Action 2 & 3: Add one (1) faculty per year beginning in 2011 for 3 consecutive years.
- All **Achievement Dates** for Goals should be more specific than 2011.
- **Success Indicators**: Specific groups should to be targeted, add AALANA (African American, Latino, Asian, and Native Americans) this acronym covers all minority groups.
- Provide target numbers for applicants to show incremental target progress.
- **Person Accountable**: Use position titles only.

### Year 2

- Goal #2: **Unit Accountable:** Add Institutional Research.
- Goal #3, Specific Action 1: **Unit Accountable:** WGST Director & AAST Director are charged with forming a faculty committee to oversee “diversity scholar” funds.

### Year 3

- Goal #3, Specific Action: **Person Accountable:** Change EVP of HR to Director of HR.  
**Intended Measurable Outcome:** Revise to read, “A daycare program utilized by faculty, staff and students.”

### Marcia White, Chair - Committee on Minority Staff Access, Recruitment, Retention and Advancement

#### Year 1 – Goal #1

- Specific Action 1: Intended Measurable Outcome: Add, LGBT and Hispanics to underrepresented groups. Find sensitive and legal ways to track this population. **Person Accountable:** Add Institutional Research.
- Specific Action 2: **Person Accountable:** Add Director of Diversity Education and Training (DDET).

#### Year 2 – Goal #1

- Specific Action 1: Intended Measurable Outcome: Move “Implementation of a compensation plan that will help the College compete for qualified applicants who represent underrepresented populations to Specific Actions 1.
- Specific Action 2: Delete “Recommend that the”.

#### Year 3 - Goal #1

- Specific Action 1: Move to Year 1, and strike “Recommend that the”.
- Specific Action 2: Add age discrimination. **Person Accountable:** Add Executive Team.

### Allison Peipmeier, Chair - Committee on Gender Issues

- Under **Person Accountable**, individual names will be replaced with position titles throughout DSP. Replace Alyson Goff with V.P. of Facilities title.

#### Year 1

- Action #3: **Person Accountable:** Add, Director of Diversity Education and Training (DDET).
- Action #4: **Person Accountable:** Add, Director of Diversity Education and Training (DDET).

#### Year 2

- Action #4: **Person Accountable:** Linda McClenaghan will be the organizer not trainer.

### Joe Kelly

Asked committees to continue work on draft DSP and to complete all five-years. Remaining committees will present their drafts at the next meeting.

### John Bello-Ogunu

Asked the Subcommittees to submit their draft DSP before the next meeting on December 9, 2010.

He also requested committee members to think about a new meeting time and send their preferences to Rochelle.

**Meeting adjourned at 3:40 p.m.**