

President's Commission on DAEI

Thursday, December 5, 2013

Commission Members Present: Dr. John Bello-Ogunu and Dr. Joe Kelly, Co-Chairs
Jan Brewton, Meredith English Perrone, Dr. Jocelyn Evans, Dr. Hollis France, Anita Gadsden, Dr. Anthony Greene, Dr. Courtney Howard, Dr. Brian McGee, Dr. Bob Mignone, Deborah Mihal, Dr. Luci Moreira, Ed Pope, Dr. Jim Posey, Robert Reese, Sarah Simmonite, Suzette Stille, Dr. Trish Ward

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

Special Guest: Dr. Deanna Caveny-Noecker, Associate Provost for Faculty Affairs and Aron Kuch, Associate Director of Data Marketing Analytics for Admissions

Commission Members Absent: Dr. Marguerite Archie-Hudson, Dr. Jon Hale, Dr. Namjin Lee, Floyd Breeland, Daron-Lee Calhoun, Otto German, Kimberly Gertner, Dr. Godfrey Gibbison, Jordan Hensley, Damon Hilton, Maricela Villalobos, Dr. Raul Carrillo-Arciniega

Note Taker & Timekeeper: Kimberly Gailliard

MEETING MINUTES

Opening Remarks

- Prior to the official start of the meeting, Dr. Joe Kelly (PCD Co-chair) briefed Commission members on the updated Diversity Scorecard found on the Office of Institutional Research and Planning's webpage. He mentioned that the term "Scorecard" will likely be changed to a word that more suitably reflects the measurement of progress being made on the implementation of the Diversity Strategic Plan (DSP).
- Regarding Goal 1 of the DSP, Dr. Hollis France asked why the term "qualified" was used to describe minorities who graduate from the College of Charleston, since graduation should be a clear indication of one's "qualified" status. After some discussion with the Commission, Dr. Kelly proposed that "qualified" be removed from the DSP; the Commission agreed and Dr. Brian McGee asked that a formal recommendation be sent to him.

Approval of September 26, 2013 Minutes

- Following Dr. Kelly's presentation of the Diversity Scorecard, Dr. John Bello-Ogunu formally called the meeting to order and made a motion that the minutes from the September 26 be approved; Dr. Jocelyn Evans seconded the motion.

Individual Sub-Committee Reports (Committee Chairs)

- Individual Committee Reports were presented in the following order:
 - Meredith English Perrone, **CGI** Sub-Committee Chair
 - A question was raised by Deborah Mihal about construction specs of proposed projects outlined in Ms. English Perrone's report. Dr. McGee asked that a memo be sent to him to ensure that new construction projects at the CofC are compliant with the campus' Best Practices.
 - Jan Brewton, **CCDCI** Sub-Committee Chair
 - Dr. Luci Moreira, on behalf of **CMFARRA** Sub-Committee Chair Dr. Raul Carrillo-Arciniega

Institutional Commitment to Minority Faculty Hire (Target of Opportunity Hire)

- Dr. Jocelyn Evans provided background on the recent interview process for two professors of Finance. She expressed her concerns regarding the College's lack of a formal mechanism to hire promising minority candidates. Dr. Deanna Caveny-Noecker, Associate Provost for Faculty Affairs, attended the meeting as a special guest and provided insight on the hiring process of faculty. Dr. Caveny-Noecker noted that though there is currently no tool in place to do Opportunity Hires at the CofC, she did stress that several alternative measures have been implemented including: the hiring of minority visiting professors and the advancement of departmental line items to make a second hire and search.

Discussion of the proposed "Top 10%" Admissions Policy (Suzette Stille)

- Aron Kuch, an analyst in the Admissions Department attended the meeting as a guest; he presented data to support a pending proposal that analyzes reviews the recruitment and retention rates of minority students at the College of Charleston. Dr. Evans noted that the sampling of students Mr. Kuch used to derive his report did not include a representative sample of the minority students that typically apply to the College of Charleston – i.e. students who do not receiving free-and-reduced lunch. Dr. Jim Posey also pointed out that Mr. Kuch's report inaccurately showed that a higher number of minority students are retained at the College than the number of white students. Both Dr. Posey and Dr. Evans provided several suggestions to Ms. Stille and Mr. Kuch that would help them attain more accurate measures of recruitment and retention at the College and Dr. McGee stated he would rather have a full body of Commission members present to determine what decision should be made regarding future approval of the proposal.

Commission Discussion of the Controversial "Course Evaluation Poster"

- Dr. Bello-Ogunu distributed copies of a memo composed by the College's Diversity Liaisons Network suggesting administrative actions to be taken as a result of the controversial posters produced by Academic Affairs and the School of Business. Dr. Evans defended the poster created by the School of Business and noted that it was reviewed by the appropriate personnel prior to mass distribution. Due to the low number of Commission members present for this particular discussion, Dr. Kelly recommended that this topic be resumed at the first PCD meeting in 2014.

Update on the Diversity Climate Study (Jim Posey)

- Due to time constraints, Dr. Posey was unable to deliver his update on the Diversity Climate Study at this meeting; he will share his updates at the next PCDAEI meeting scheduled for February 6, 2014.

New/Other Business

- No other new or other business to discuss.

Meeting adjourned at 5:06 p.m.