

President's Commission on DAEI

Thursday, February 17, 2011

Commission Members Present: Dr. John Bello-Ogunu, Sr. and Dr. Joe Kelly, Co-Chairs

Tracey Bible, Tom Casey, Angela Crespo Cozart, Jimmie Foster, Jr., Conseula Francis, Herbert Frasier, John Gladchuk, Clara Hodges, Elizabeth Kassebaum, Larry Krasnoff, Denise Mitchell, Evelyn Nadel, Isaiah Nelson, Darryl Phillips, Alison Piepmeier, Jonathan Ray, Teresa Smith, Andrew Sobiesuo, Marjorie Thomas, Tom Trimboli, Marlene Williams and Marcia White

Commission Members Absent: Beverly Diamond, Andrew Lewis, Patricia Williams Lessane, Guoli Liu, Brian McGee, Bernard Powers, Paul Verrecchia, Fran Welch and Savannah Williams

Guest Attendees: Meridith Gould, Director of Diversity Education and Training

Don Burkard, Debbie Counts and Suzette Stille – Office of Admissions

Note taker & Timekeeper: Rochelle Johnson

Minutes

Opening

- Dr. John Bello-Ogunu called the President's Commission on Diversity's meeting to order.
- The agenda includes the following:
 1. Approval of minutes for the December 9th meeting.
 2. A report from the Committee on Minority and International Students Recruitment and Retention (CMISRR)
 3. A discussion on the current DSP draft.
- The Co-Chairs have worked hard since the December 9th meeting to incorporate all suggestions and recommendations from the Commission into the final draft. Today's review will incorporate the last additions to the DSP in preparation for final vote at the next meeting.
- The new Director of Diversity Education and Training, Meridith Gould was introduced. Meridith has more than 15 years of professional experience in diversity education and training. She taught many years as an adjunct professor at various universities across the country. She is a member of several major diversity education and training associations.

1. Approval of minutes for December 9, 2010 Meeting

- Dr. Bello-Ogunu made a motion to approve minutes for December 9th's meeting. The motion was approved unanimously.

2. Report from *Committee on Minority and International Students Recruitment and Retention (CMISARR)* and discussion of pertinent actions items by Chair, Jimmie Foster

- **Y1, G1, Action 6: Establish institutionalized mechanism for following up with minority applicants at all stages of application process, from initial interest to commitment.**

Include the following, under "Person Accountable":

Pre-College and Outreach,

Financial Aid,

Multicultural Student Programs and Services (MSPS),

Retention Office

Academic Experience

Jimmie Foster

International Students are not a part of the 10% increase in yield referenced.

John Bello-Ogunu

The 10% yield target is for AALANA. Retention should be included as a part of the enrollment piece in yield for minority applicants.

Jimmie Foster

Reassessment of placement exams will be included in this plan.

- **Y1, G1, Action 10: International House through Residents Life.** Include the following, under “Person Accountable”:

Resident’s Life

Multicultural Student Program and Services

Center for International Education

Academic Experience

LCWA

Isaiah Nelson

Would traditional students live in this house as well?

Jimmie Foster

This residence would be open to any student who would like to be exposed to other students from abroad.

Angela Cozart

Would this resident’s house also be a gathering place for students to have different activities?

Jimmie Foster

Using the resident’s house as a gathering place could be included as an option.

- **Y1, G1, Action 9: Establish an International Week Program to celebrate cultures throughout campus.** Include the following, under “Person Accountable”:

Multicultural Student Programs and Services

Center for International Education

LCWA

Student Life

- **Y1, G1, Action 8: Develop living learning communities attached to FYE courses marketed to minority students.** Include the following, under “Person Accountable”:

Academic Experience

Multicultural Student Programs and Services

- **Y1, G1, Action 5: Develop community workshops to familiarize the parents of high school students with college prep opportunities and the process of applying for college.** Include the following, under “Person Accountable”:

Pre-College

Multicultural Student Programs and Services

Joe Kelly

Asked Teresa Smith to consult with the Committee on Minority Retention and bring back specific action items for DSP to aid Subcommittee in their work.

Action

Teresa Smith will consult with the Committee on Minority Retention and send Joe Kelly specific action items.

Debbie Counts

A pipeline needs to be developed through Pre-College work; it is a more direct way to get new students here.

Joe Kelly

Send the specific action you think are needed in the area of Pre-College and we will include it in the document.

Action

Debbie Counts will send Joe Kelly specific action items for the Pre-College area.

3. Discussion of the entire current draft Diversity Strategic Plan

Joe Kelly

Opened the floor to a general discussion on the current draft of the Diversity Strategic Plan. A clean document will be sent to you before the April meeting so the Commission can review and be ready to vote on the draft at that time.

Alison Piepmeier

- 1) A concern is that we have a document with ambitious goals; how do we accomplish the goals in the current budget crisis?
- 2) Diversity has not been defined and disability is never mentioned.

John Bello-Ogunu

At our second meeting, we agreed to revisit the definition of diversity because of its complexity. The DSP's executive summary will contain a clearly defined meaning of diversity for the College of Charleston that members of the President's Commission can agree on.

Requested the Subcommittees submit recommendations for the definition of diversity as they continue to finalize the draft DSP.

Jonathan Ray

The *Committee on Campus Diversity Climate and Inclusion's* definition of diversity will be sent to Dr. Bello-Ogunu and Dr. Kelly.

Action

Jonathan Ray will send Dr. Bello-Ogunu and Dr. Kelly the *Campus Diversity Climate and Inclusion's* definition of diversity.

Darryl Philips

A detailed key would be helpful for all the acronyms.

John Bello-Ogunu

We will provide the Board of Trustees with a comprehensive plan and add another document prioritizing Goals to be accomplished in Year 1, Year 2, etc. The Subcommittees will be responsible for prioritizing the Goals.

Action

Subcommittees will review DSP and prioritize specific action items by Goals.

Darryl Philips

Add, Goal 6: Develop a financial model to support diversity across the institution permanently and set up specific charges. The Person Accountable would be the President.

John Bello-Ogunu

Send all questions for improving the draft DSP to the Co-Chairs no later than Monday, February 28, 2011, in order to have it presented to the Commission for feedback by the next meeting.

Meeting adjourned at 3:30 p.m.