

President's Commission on DAEI

Thursday, September 2, 2010

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

Tom Trimboli, Darryl Phillips, Paul Verrecchia, Tracey Bible, John Gladchuk, Herbert Frasier, Tom Casey, Elizabeth Kassebaum, Angela Crespo Cozart, Jonathan Ray, Isaiah Nelson, Fran Welch, Savannah Williams, Teresa Smith, Andrew Lewis, Beverly Diamond, Marjorie Thomas, Andrew Sobiesuo, Marcia White, Jimmie Foster, Jr., Alison Piepmeier, Conseula Francis, Patricia Williams Lessane, Marlene Williams, Bernard Powers, Larry Krasnoff, and Savannah Williams

Commission Members Absent: Clara Hodges, Guoli Liu, Brian McGee, Denise Mitchell (sick leave), and Evelyn Nadel

Note taker & Timekeeper: Rochelle Johnson

Minutes

WELCOME REMARKS (SR. VICE PRESIDENT TOM TRIMBOLI)

- This is important work for the College; our numbers are not where it should be. The Board of Trustees and the President seek diversity for the value of the community. If we are to be a “world institution”, then we should look more like the world we live in. The strategic plan ask for a diverse campus and this plan needs a small group of dedicated, passionate, interested people who can be bold.

OPENING REMARKS (CO-CHAIRS)

John Bello-Ogunu

- Thanked Members of the Commission for attending the meeting. The Commission's success will be driven by the work of the Commission and what is produced. Rochelle Johnson will be the support staff to the Commission.

Joe Kelly

- Thanked Commission members for giving their time and asked that they introduce themselves.

INTRODUCTION OF COMMISSION MEMBERS

- Darryl Phillips, Paul Verrecchia, Tracey Bible, John Gladchuk, Herbert Frasier, Tom Casey, Elizabeth Kassebaum, Angela Crespo Cozart, Jonathan Ray, Isaiah Nelson, Fran Welch, Savannah Williams, Teresa Smith, Andrew Lewis, Beverly Diamond, Marjorie Thomas, Andrew Sobiesuo, Marcia White, Jimmie Foster, Jr., Alison Piepmeier, Conseula Francis, Patricia Williams Lessane, Marlene Williams, Bernard Powers, Larry Krasnoff, and Savannah Williams

DISCUSSION OF PROPOSED BYLAWS

John Bello-Ogunu

- Review and provide comments on the draft of proposed bylaws to approve the final document.
- Bylaws will be finalized at next meeting (September 28th) and a vote will be held.

Joe Kelly

- After subcommittees meet, please send changes to the Co-Chairs. Changes will be included and addressed at next commission meeting.

Commission Members

- Revise bylaws to include adding bullet-points(•) to the following in Section I:
International students
Disability
Promote women to leadership roles
Gender issues, sexual orientation, gender identity
Religion
- Add to “Primary Charge”:
International students
Disability
Promote women to leadership roles
Gender issues, sexual orientation, gender identity
Religion

Tom Tromboli

- In Section IV, add reference indicating that meetings will conform to Open Meetings Act. This includes all Agendas.

Action:

- Subcommittees to provide comments on the draft bylaws to Co-Chairs.

INTRODUCTION OF “TASK-COMMITTEES”

Joe Kelly

- Commission meetings will be held once a month, but Subcommittees should try to meet twice before the next Commission meeting.
- Select a Chairperson when Subcommittees convene.

John Bello-Ogunu

- Committee members may serve on multiple Subcommittees as they wish.
- Subcommittees may obtain expert advice from others, however, only Subcommittees will present findings to the Commission.

Commission Members

- Suggested Subcommittee titles:
 1. "Minority" should be replaced with some form of "diversity" where appropriate.
 2. Committee on Minority Student Access, etc. should add a reference to International students.
 3. Committee on Women Issues should read “Women and Gender Issues”.
 4. Add more females to Minority Faculty Access, Recruitment, Retention and Advancement (CMFARRA) to make it more gender balanced.
- Suggested changes to Subcommittee Memberships:
Committee on Minority, Student Access, Recruitment, and Academic Success (CMSARRAS)
Remove Conseula Francis; add Andrew Sobiesuo and Teresa Smith

Committee on Minority Faculty Access, Recruitment, Retention, and Advancement (CMFARRA)

Add Conseula Francis and John Bello-Ogunu

Committee on Minority Staff Access, Recruitment, Retention, and Advancement (CMSARRA)

Remove Andrew Sobiesuo

Committee on Campus Diversity, Climate and Inclusion (CCDCI)

Add Jonathan Ray and Isaiah Nelson

Committee on Diversity Community Outreach (CDCO)

Add Angela Cozart

Committee on Women Issues (CWI)

Remove Angela Cozart, make Alison Piepmeier the convener, add Beverly Diamond

Action:

- Subcommittees to select a Chairperson.
- Subcommittees to meet twice before next Commission meeting (Sept. 28th).

OUTLINE OF COMMISSION'S 2010-2011 TASKS

John Bello-Ogunu

- Subcommittee Chairpersons will copy Co-Chairs on all request for information.
- Assess what you think are the diversity problems confronting your area.
- Review and identify diversity goals we want to accomplish at CofC.
- Clearly identify the action goals for each year.
- Identify the individual to be held accountable for the achievement of each goal.
- Review University of Michigan and Ohio State University Diversity Strategic Plans, they are highly praised for having one the best approaches or strategies for achieving diversity.

Action:

- Subcommittees to identify goals.
- Subcommittee to identify individual responsible for achieving goals.

DISCUSSION OF TASK TIMELINE

John Bello-Ogunu/Joe Kelly

- Draft Diversity Strategic Plan (DSP) is due by November in order to send to community for comments.
- The schedule for production of a strategic plan will be pushed back one full month per Commission request.
- At second Subcommittee meeting, begin filling in Five-year Strategic Plan Spreadsheet for your area with no open-ended dates.
- A rough draft is to be submitted to the Co-Chairs by September 27th for the meeting on September 28th.
- October 21st is the deadline for the "polished" draft of DSP.

Commission Members

- Comments on the Schedule:
 1. Commission members concern with tight timeline for Diversity Strategic Plan. A five-year plan in 3 weeks seems rushed.

Tom Trimboli

- After Subcommittees meet and data needs are presented, the Committee will review timeline.

Action:

- Subcommittees will report projected timelines.
- Subcommittees will provide data needs for submission to Institutional Research.

INITIAL TASK ASSIGNMENTS FOR THE COMMISSION

John Bello-Ogunu

- Will provide Commission Members with Meeting Notes from the Faculty, Staff and Students Town Hall meetings.
- The Commission will have a PCDAEI folder set up on the CofC server for Commission members to access information.
- Commission members should pay special attention to "Primary Charge and Objectives".
- A request for agenda items will be sent before next Commission meeting.

Action:

- Commission Members will be sent Faculty, Staff and Students Town Hall Meeting Notes.
- Rochelle will set up PCDAEI folder set up on the CofC server for Commission members.
- Rochelle to send out an email for Agenda Items before next Commission meeting.

OTHER BUSINESS

FORMAL LAUNCHING OF THE COMMISSION: Tentatively scheduled for September 28th

GENERAL DISCUSSIONS

Meeting adjourned at 4:35 p.m.