

President's Commission on DAEI

Thursday, September 20, 2012

Commission Members Present: Dr. John Bello-Ogunu, Sr. and Dr. Joe Kelly, Co-Chairs
Erica Arbetter, Dr. Angela Crespo Cozart, Dr. Beverly Diamond, Dr. Conseula Francis, Dr. Brian McGee, Evelyn Nadel, Dr. Alison Piepmeier, Jonathan Ray, Dr. Andrew Sobiesuo and Marlene Williams

Commission Members Absent: Herbert Frasier, Clara Hodges, Elizabeth Kassebaum, Dr. Patricia Williams Lessane, Denise Mitchell, Ed Pope, Dr. Bernard Powers, Dr. Teresa Smith, Grant Vatter, and Paul Verrecchia

Note taker & Timekeeper: Rochelle Johnson

MEETING MINUTES

Opening Remarks by Dr. John Bello-Ogunu

- The President's Commission on Diversity (PCD) meeting was called to order by Dr. Bello-Ogunu. He welcomed Commission Members to the new academic year and thanked Commission Members for all their hard work on the College's first approved 5-year Diversity Strategic Plan (DSP). Dr. Bello-Ogunu stated the PCD will begin working on the implementation phase of the DSP during this academic year.

Opening Remarks by Dr. McGee on behalf of President Benson

- A significant amount of money was identified and targeted for spending directly related to the Diversity Strategic Plan. The DSP was approved and adopted in the Spring of 2012. The budget was approved which shows the College's meaningful investment in the plan that will continue in the future. The DSP budget was approved in the amount of \$355,000 which was given expressly to priorities within the DSP. Some of the funds have been allocated to the following:
 1. Admissions Counselor based in the Midlands
 2. Senior Project
 3. Faculty Line – African American Studies
 4. Other projects identified by the PCD (with limited funding)
- PCD Co-Chairs provided President Benson with a revised budget to account for \$130,000 that was targeted for the FY 2013 budget. President Benson reviewed the Ranked Order of Priorities in the Revised Prioritized Diversity Initiatives and Corresponding Budget Request, with the following recommendations:

#1A: Develop "STAAS" (Steps toward Achieving Academic Success) Retention Program \$66,950

President Benson sees this request as something that is doable and not difficult to fund.

#1B: Campus Diversity Climate Survey \$12,100

President Benson recommended the survey will be funded in nonrecurring monies provided by the President's Office in order to free up recurring funds in this year's budget for other usage. The survey is a Year 1 and Year 5 expense.

#2: Expansion of MSPS Tutoring Services \$38,000

President Benson has a question concerning the amount requested and the additional services this amount will cover. President Benson would like more clarification on this request.

#3: Seed money for Gender Resource Center \$15,000

President Benson sees no difficulty in funding this request.

#4: **Marketing to Minority Students** \$25,000

President Benson has requested additional information on this request.

#5: **International Festival of World Cultures** \$35,000

President Benson has requested additional information on this request.

#6: **International Residence Floor** \$15,000

President Benson suggested the refitting of a residence hall floor be moved to the 2nd year list of priorities (AY 2013-2014).

- President Benson expects that every program at the College is subject to its continued evidence of advocacy. There is recurring interest from the Board of Trustees to make sure that these programs are effective and there is evidence of the programs outcome.
- Dr. Sobiesuo made a motion to the PCD requesting Marketing to International Students be moved to a higher priority, above International Festival of World Cultures and International Residence Floor. The motion was unanimously approved.

Full Report on the budget disbursements for Year 1 of the DSP Action Plan (2012-2013)

2012-2013 Diversity Strategic Plan-Year One Action Budget Summary, is as follows:

Initial **Total Budget Request** based on PCD's ranked prioritized initiatives: **\$830,130**

Final Total Amount presented to and approved by the Board of Trustees: **\$354,650**

BREAKDOWN:

Faculty Line – African American Studies (includes fringe benefits) \$113,050

Admissions Counselor (Temporary Position-including fringe benefits) \$ 65,400

Senior Project \$ 46,200

Subtotal: **\$224,650**

Programs determined by the President's Commission on Diversity: **\$130,000**

Approved Grand Total for Year 1 of the DSP: **\$354,650**

Original List of Ranked Priorities and Corresponding Budget Request items submitted to the President on May 16, 2012.

Ranked Order	Goal	Tactic	Action	Funding	Total
1	1	7	Develop "STAAS" (Steps Toward Achieving Academic Success) Retention Program.	\$66,950	\$66,950
2	1	7	Expansion of MSPS tutoring services	\$50,100	\$117,050
3	3	4	Seed money for Gender Resource Center	\$15,000	\$132,050
4	1	19	Marketing to minority students	\$25,000	\$157,050
5	1	13	International Festival of World Cultures	\$35,000	\$192,050
6	1	3	International Residence Floor	\$15,000	\$207,050
Totals:					\$207,050

Revised Final 2012-2013 DIVERSITY ACTION PLAN BUDGET as per the PCD's discussion:

Move the following actions to 2013-2014 Academic Year list of prioritized request.

1. **International Residence Floor** (\$15,000)
2. **International Festival of World Cultures** (\$35,000)

Ranked Order	Goal	Tactic	Action	Funding	Total
1	1	7	Develop “STAAS” (Steps Toward Achieving Academic Success) Retention Program	\$66,950	\$66,950
2	1	7	Expansion of MSPS tutoring services	\$19,000	\$85,950
3	3	4	Seed money for Gender Resource Center	\$15,000	\$100,950
4	1	19	Marketing to minority and international students	\$29,050	\$130,000

Update on the Campus Climate Survey- Dr. Brian McGee

- The Campus climate Survey will be responsible for recommending to President Benson an external or internal consultant to administer the survey.

Discussion of general membership and subcommittee shuffling – Dr. Bello-Ogunu & Dr. Joe Kelly

- Under the current Bylaws, “Paragraph 3, Section E: Appointment: To ensure continuity, the members of the Commission shall be appointed for two year terms, with half of the Commission being appointed each year. One half of initial appointments shall be for one year.” President Benson has approved the Commission Members request to remain on the PCD for an additional year. The expectation is that half of the Commission Members will rotate off at the end of this academic year according to the bylaws. Co-chairs will recommend to the President new members to be added to the second half of the academic year.

Action: Co-chairs meet to come up with new members to recommend to the President for appointment.

- Subcommittees will be reopened to allow Commission Members to select new committees.

Action: PCD Members will receive an email regarding Subcommittees selection.

Update on the proposed Executive DSP Implementation Steering Committee- Dr. Bello-Ogunu

- President Benson has approved the creation of a Steering Committee to oversee the implementation of the survey. Names have been submitted to the President. Once approved, those individuals will comprise the Campus Climate Survey Committee. The names recommended were from within and outside of the PCD.

DSP Action Plan Budget Expenditures: Comprehensive Accountability Report to the President and BOT- Dr. Bello-Ogunu & Dr. Kelly

- Once the budget for the first action plan is approved and the implementation process has begun the individuals directly involved in the various expenditures will be require to provide a full report at the end of the year. The report will include the goals, fund usage and outcome. That report will then be submitted to the Co-chairs, who will incorporate it into a full report to the Board of Trustees.

Establish dates for the full Commission meetings: Fall 2012 and Spring 2013-Dr. Kelly

- The PCD will meet twice a semester, at the beginning and at the end. Spring 2013 PCD meeting dates are in mid-January and at the end of March.

- The next meeting will take place on Tuesday, November 13, 2012 at 3 p.m.
Action: To work on preliminary work on next year's action plan and budget request.

Other Business

- Bring any diversity related issues on campus to the PCD so that the issue can be addressed comprehensively.
- It was suggested that the Chair of the Community Outreach Committee invite a member of the President's Community Advisory Board (PCAB) to participate as an Ad Hoc member of the President's Commission on Diversity (PCD).
Action: Dr. Bello-Ogunu will discuss PCAB member participation as ad hoc participant with Brian McGee.

Meeting Adjourned at 4:35 p.m.