

Diversity Advisory Committee Minutes

Meeting Date: October 5, 2015

Members Present: Boniecki, Kurt; Chen, Bi-Ling; Frank, Adam; Gallavan, Nancy; Gillis, Graham; Jackson, Apryl; Knight, Aaron; Lallu, Hershila; Maxwell, Lauren; Mosley, Letha; Rogers, Jamille; Smallwood, Marie; Webster-Smith-Angela; Williams, Ronnie; Yang, Lei

Members Absent: Lockett, Sandra; Simpson, Tyra; Smith, Marcia

Call to Order: Angela Webster-Smith called the meeting to order at 1:06 p.m.

Agenda Items:

I. Acknowledgement of Approval of Previous Meeting Minutes:

The committee reviewed and electronically approved the March 9, 2015 minutes.

II. Committee Composition:

The committee websites are being updated to reflect the new replacements on the committee.

We welcome to the committee: Adam Frank, Apryl Jackson, Lauren Maxwell, Jamille Rogers, Marie Smallwood, Tyra Simpson and Marcia Smith.

III. Sub-Committee Reports

Data-Assessment: The sub-committee presented their findings from their reference checks in regards to Rankin & Associates. It was determined that a different software that is much more affordable should be used: Skyfactor Assessment Tools. The sub-committee will be sending the climate survey draft out to the full committee for input and suggested alterations. The survey will be sent within the next week via a google document, with a requested due date of October 31, 2015. Feedback on the survey design will then be solicited from the faculty, staff, and student senates. A pilot survey will also be conducted with a small student sample.

Funding: There was a request sent before the Strategic Budget Advisory Committee last year, however the funding was not approved. Vice President Williams and Dr. Angela are preparing a new funding request, which will be presented before the SBAC this fall. Plan B is to request money from President Courtway via his discretionary fund. The money the committee is requesting would go towards the action items of the UCA Strategic Plan, the Diversity Strategic Plan, and the work of the Office of Institutional Diversity.

Retention & Recruitment: Dr. Angela will be attending the Compact for Faculty Diversity conference for the sole purpose of recruiting diverse faculty. This conference hosts over 1,000 minority Ph.D. candidates. The committee is working on an online application for Diversity grants that are available to faculty/staff, departments/colleges, and recognized student organizations.

Strategic Planning: The sub-committee has met to determine our communications

