## **Diversity Advisory Committee Minutes**

Meeting Date: April 10, 2019

Members Present: Anderson, Darshon; Duncan, Taine; Frank, Adam; Gillis, Graham (filled in by Bridget Fortenberry); Glenn, Jonathan; Groves-Scott, Victoria; Jetts, Kristin; Shook, Steven; Strickland, Charlotte; Webster, Angela

Members Present via Conference Call: Brown, Riva; Drayton, Morgan; Green, Charlotte

Members Absent: Collier, Larissa; Eslinger, Nadia; Hall, Mya; Holbrook, Frank; Lyons, Laci; Maltbia, Cornell; Robertson, Brandi; Walker, Azida

Call to Order: Dr. Webster called the meeting to order at 1:08 p.m

## **Agenda Items:**

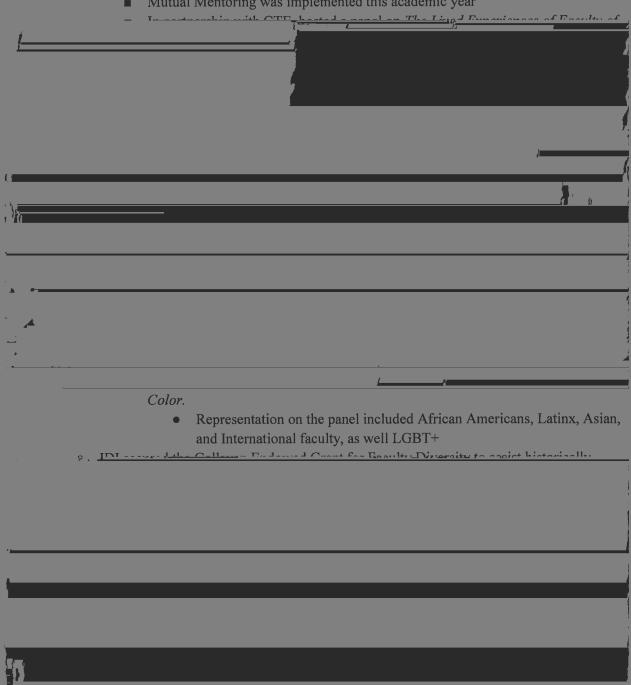
The committee reviewed and electronically approved the minutes from November 5 on November 16, 2018.

## II. Photos

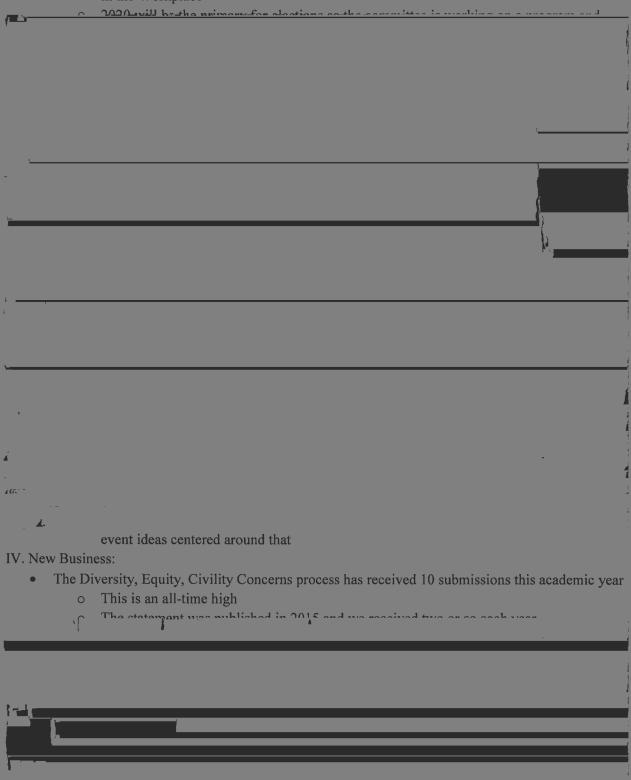
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participate.				

## Retention & Recruitment:

- o The ratio of African American faculty to African American students is still quite unbalanced.
  - Faculty-student proportionality in other groups is much more even.
- o In the fall, the subcommittee collaborated with the AVP for HR and the Associate General Counsel for another session on Navigating Diversity in Search Committees
- Minority Faculty Mentoring Initiative (MFMI)
  - Year 1-13 pairs of mentors and protégés
  - Year 2-16 pairs of mentors and protégés
  - Mutual Mentoring was implemented this academic year



- The International Guidebook is complete and posted on HR website
- Dr. Denise Breaux Soignet was the special guest for a *Lunch and Learn* on "Spirituality in the Workplace"



Proposed	Diversity Key Performance Indicators based on motors in the second
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Goal 1 - Red	cruitment & Retention
1) Admission ethnic percen	ns demographies for undergraduate and graduate students mirror state racial and stages.
2) Faculty an inequalities.	id staff interview and hiring processes and data are reviewed every 2 years for

3) Faculty and staff career advancement data are reviewed every 2 years to me