

President's Committee on Diversity Meeting Minutes

3/13/2015 1:30 to 3:00 604 Cohodas

Members:

Shirley Brozzo, Associate Director, MERC

Anthony Carlson, Student

Zac Cogley, Associate Professor, Philosophy

Jill Compton, Internal Auditor

Larry Croschere, Student

Dominic Davis, Peter White Public Library

Joshua Garnett, Student

Tim Greeley, Adjunct Professor, Criminal Justice

Amy Hamilton, Associate Professor, English

Rachel Harris, Director, Center for Student Enrichment **(Co-Chair)**

Martha Haynes, Vice President for Advancement

Janet Koski, Dir-Dvrt/EO Ofcr/ Title IX Coord.

Mike Martin, Lutheran Social Services / Voices for Youth

Susan Morgan, Coordinator, International Programs

Troy Morris, Student

Madison Ngafeeson, Assistant Professor, Comp. Info. Systems

Steve Neiheisel, VP, Enrollment Management Student Services

Erich Ottem, Associate Professor, Biology **(Co-Chair)**

Don Peterman, Crime Prev/Com Policing Spcst, Public Safety

Martin Reinhardt, Assistant Professor, Native American Studies

Sarah Reynolds, Marquette City Commissioner

Andre Stringer, Student

Kevin Stulz, Associate Director, Admissions

Tony Tollefson, Coordinator, International Programs

Tracy Wascom, Assistant Professor, Art and Design

1. Call to order

Shirley Brozzo, Anthony Carlson, Zac Cogley, Jill Compton, Amy Hamilton, Rachel Harris, Janet Koski, Mike Martin, Susan Morgan, Troy Morris, Erich Ottem, Kevin Stulz, Tony Tollefson, Tracy Wascom

2. Approval of agenda and minutes

2.1 Approval of agenda for 3/13/15

Troy motion, Shirley second, approved

2.2 Approval of minutes from 2/13/14

Tony motion, Janet second, approved

3. Subcommittee Reports

3.1 Budget

Kevin presented a print out of the budget requests for this point as of today. There is still \$900 remaining. The committee rescinded the request from OUTLook due to no leadership attending the conference. This year there was no request from the Pow Wow.

3.2 Diversity in Hiring

Topics were set up for a series of four meetings. The topics were what is already being done and known from experts, evaluating the search process, how applicants are assessed and pulling together recommendations.

3.3 Programming

Rachel presented three options for possible March of Equality banners. They were passed around for comments.

Women's history month events have been a success up to this point and there are more events in the remainder of the month.

Pow Wow is Saturday March 14th.

Dr. David Pilgrim will be here on March 24th to present on *Is the United States a post-racial society?* The CDO search committee is working on scheduling a meeting with Dr. Pilgrim.

The Social Justice Committee will be putting on their event Evening of Class on March 16th.

Capitalism in the Family will be presented on Thursday March 26th.

3.4 Curriculum –

STEM proposal was turned into President Erickson. Awaiting a response and then will schedule a meeting him to discuss.

3.5 Branding & Promotion –

Website – Tracy has updated all the information that she can at this point. The website needs to be kept consistent with the expectations of the Chief Diversity Officer, once they begin. There was a discussion about making 'diversity' a tab on the main page of the NMU homepage.

When searching ‘diversity’ on NMU’s page the committee is the 3rd results. MERC is at the end of page four.

The recommendation to change MERC to Diversity Student Services has made it to the President according to Jill. She indicated he appeared to be in support of the change. Jill will bring the topic up in their weekly Monday meeting to check on the status and where it will go from here.

3.6 Survey & Data

Survey has been approved. Mike has been talking to Chen about when we can get the survey out. She will verify the appropriate e-mail addresses before sending it out. It should be distributed by the end of March

4. Website – Previously discussed

5. Reporting Campus Incidents

When researching other institutions it was found that they all mirrored that of Washington University example that Erich presented to the committee previously. Reporting went to a small committee or a department similar to Dean of Students.

Jill indicated that AQIP is looking for a new action project. The idea of a way to address student complaints was an idea they developed. This could assist in limiting the number of locations for students to address their complaints. Troy suggested a tap or area within their MyNMU. Kevin agreed that it would be a great project for AQIP to conduct rather than the committee. The project will put together the mapping for the concerns/issues being distributed to appropriate areas. Jill will bring to AQIP that the committee supports the idea of this as an action project.

6. Department Head Survey – Previously discussed

7. Updates

7.1 Chief Diversity Officer

The search committee has conducted one meeting at this point. A draft of a job description has been sent to President Erickson for his review. On March 19th some members will meet with him to discuss the draft. The committee were presented research from graduate students in the Student Affairs in Higher Education program regarding a Chief Diversity Officer. The idea of utilizing these students during interviews and the remainder of the search was raised.

7.2 STEM Proposal – Previously discussed

7.3 NCORE Conference

There are four individuals that will attend the conference. They are Shirley, Andre, Tony, and Rachel. Rachel will start working on getting the arrangements made.

7.4 Diversity Common Reader –

Book discussions start next week. Snowbound books has begun their own community discussion. Posters are up. Robin Kimmerer will be arriving on Sunday, March 29th. She is set up to do three class visits at this time. Susan is working on making the remaining arrangements for her activities.

Tracy had one NMU Community member express interest of submitting to the art contest. Committee agrees all awards should go to NMU students. Tracy is working on finding out if the NMU Community member’s submission could be displayed in the SAG.

Susan suggested making a timeline or checklist for next individual who takes up chairing this subcommittee. It would assist in ensuring everything is passed down. It was mentioned to look into developing a share drive for the committee. Jill will talk to the appropriate individual about getting it created.

7.5 Women's History Month – Previously discussed

8. Good of the order

The women's club hockey made the national tournament. They represented school excellently.

Shirley & Amy will be presenting at the Equity in the Classroom Conference on March 16th.

Adjourned 2:50