

President's Committee on Diversity Meeting Agenda

3/14/2014 1:30 to 3:00 604 Cohodas

Members:

Shirley Brozzo, Associate Director, MERC
Brian Cloyd, Steelcase Inc.
Jill Compton, Internal Auditor
Dominic Davis, Peter White Public Library
Michael Flores, Student
Joshua Garnett, Student
Rachel Harris, Director, Center for Student Enrichment
Martha Haynes, Vice President for Advancement
Daniel Konku, Associate Professor, College of Business
Janet Koski, EEO/HR Specialist/HR Generalist
Lesley Larkin, Assistant Professor, English (**Chair**)
April Lindala, Director, Center for Native American Studies

Amer Mansoor, Student
Mike Martin, Lutheran Social Services / Voices for Youth
Susan Morgan, Coordinator, International Programs
Troy Morris, Student
Don Peterman, Crime Prev/Com Policing Spcst, Public Safety
Shravan Rajagopal, Assistant Professor, Art and Design
Martin Reinhardt, Assistant Professor, Native American Studies
Kevin Stulz, Associate Director, Admissions
Rebecca Thompson, People for the American Way
Tony Tollefson, Coordinator, International Programs
SaraJane Tompkins, Associate Professor, Academic Info. Services
Shuang Xie, Assistant Professor, CAPS

1. Call to order

2. Roll call Joshua Garnett, Shirley Brozzo, Martha Haynes, Daniel Konku, Janet Koski, Lesley Larkin, Mike Martin, Troy Morris, Done Peterman, Shravan Rajagopal, Kevin Stulz, Tony Tollefson, SaraJane Tompkins, Dan Lee

3. Approval of agenda and minutes

3.1 Approval of agenda for 3/14/14

Troy, Joshua, Approved

3.2 Approval of minutes from 2/14/14

SaraJane, Kevin, Approved

4. Reports / Current Business (Lesley)

4.1 Branding and Promotion Subcommittee (Tony)

Janet let the committee know Cindy is working on the website.

4.2 Budget (Rachel)

Joshua gave the update that the entire budget has been spent at this point

4.3 Bylaws (Jill)

President Haynes requested that Lesley look at the charge and make the change of altering the ex-officio to designated representative. She will let Jill know about the request and change.

The question was again raised on whether the committee chair needs to be a faculty member or if a staff member can chair. Lesley spoke with the President and he did not have a strong feeling towards the subject in either direction. Daniel and Shravan agreed that the position should be open to either a faculty or staff member. Shirley raised the issue on how release time would work if it was a staff member as committee chair. Shravan would like to put forward the recommendation that a full time staff member be able to run for the position. The bylaws committee will discuss this topic.

4.4 Curriculum (SaraJane) – Have not met

4.5 Programming (Shirley) –

There are about a dozen students signed up for the photo session with iO Tillet Wright.

Currently there are 18 “What’s Wrong with Homosexuality?” books left. SaraJane would like more for the library. More will be sent over to the library Monday morning.

Art & writing contests have been developed and put in place to go with Common Reader Program. Waiting to see what submissions are entered by the deadline. A reception will take place on April 1st to recognize and announce the winners.

4.6 Survey and Data

SaraJane questioned whether #7 on the technical survey needs to be included. She indicated that some faculty may associate with 2 of categories. Mike indicated that the question could be taken off because it may not give a true accurate response. It is just an identity trait. Kevin indicated that because it is a new question that option of deleting it is a possibility. If it was an old question that option wouldn't be available due to keeping with consistency. Kevin would like to see the question included as it would show a correlation between the ranks and survey answers. Lesley would like to see if there is a correlation between ranks and dissatisfaction. Shravan suggested that in the future if the committee decides there is no need for the information it can be deleted.

Vote – To keep question #7 with adding the wording “choose the one that applies the best to you”

- 8 for
- 1 against
- 1 abstained

Mike's goal is to have the faculty survey distributed by March 21st.

4.7 LGBTQA Campus Climate Issues (Jill) – Jill not present

4.8 Gender Working Group (Lesley)

The committee is close to having a full membership. They are currently working on developing a survey to illustrate the campus climate for women. The goal is to distribute it in the fall. Group is discussing what activities to coordinate for next semester by identifying the most important issues on campus.

4.9 Campus Climate for Native American students (Marty)

Marty not present

Marty was working on following up with the band leader concerning the Tomahawk gesture at the NMU hockey games. Shirley does know that a conversation took place, but not sure on the outcome.

Lesley suggested that the committee could organize a public conversation once a semester when items like this arise. Topics for the conversations could come off of the student diversity survey. Shirley and SaraJane agree with the suggestion. SaraJane suggested doing a topic like the Tomahawk gesture at a different time than Native American Heritage month to show that these items are important all year round. Lesley will add this suggestion to the yearly report.

Mike suggested doing a forum on “what it feels like to be white.”

5.0 PCOD membership and leadership for 2014-2015 (Lesley)

During the April meeting there will an election/placement for the new committee chair.

There are 4 faculty positions open on the committee next year. The question was raised if contingent faculty could sit on the committee. AAUP did not see an issue with a contingent faculty sitting on a committee. Lesley is awaiting response from President Haynes on this. Shirley indicated that contingent faculty are not expected or paid to do any tasks other than teach. If they were to serve on the committee, they need to be made aware that it is on a volunteer basis. Janet questioned if the terms for full time faculty would be changed to one year due to contingents normally only being hired for a one year contract. This did not sound like a good idea for the committee as it would be hard to accomplish the goals of the committee with continuing turnover. Shravan suggested that specific positions on the committee be added for only contingent faculty. It was also suggested to set aside a certain amount of the full time faculty committee positions for only contingents. Daniel would like to save the five faculty positions for full time faculty and add additional spots for contingents. Martha recommended filling unfilled faculty positions with contingent faculty. Priority needs to be given to full time faculty as it counts towards their tenure track. An at large seat could be an option. Lesley is sending the recommendations to the bylaws subcommittee and have them come back with a recommendation.

5. Good of the order

-March 26th there will be a presentation by Mordean Taylor-Archer on Diversity in Higher Education

-Shravan had a student who wanted to conduct a project about a Native American topic. Discussion ensued.

-Poverty Sensitivity workshop – March 21st at noon backroom of university center

-Diversity Common Reader – Events begin next week

-Pow Wow is March 15th

-Women History Month – Audrey Geyer was here March 12th, Gail Nichols will conduct ceramic workshops on March 25th, Lisa Johnson a metal smith artist on March 19th

-Self acceptance week – March 24th, series of events will take place

Adjourned 2:47