

University Diversity Council  
Monday, March 29, 2015  
12:00 – 1:30 p.m.  
Adobe Connect and Page Conference Room TAC 316

Members present:

1. Joi Carr (Co-Chair, Seaver)
2. Robert deMayo (Co-Chair, Graduate School of Education and Psychology)
3. Rick Marrs/Jay Brewster (Ex officio, Office of the Provost)
4. Carla Anderson (Human Resources)
5. Jennifer Baker (Disability Services)
6. Luisa Blanco Raynal (School of Public Policy)
7. Lisa Bortman (Office of Institutional Effectiveness)
8. Dawn Emrich (Public Safety)
9. Kari Enge (Intercultural Affairs Office)
10. Christine Goodman (School of Law)
11. Sandra Harrison (Disability Services)
12. Tabatha Jones Jolivet (Student Affairs)
13. Cynthia Mc Namee (Graziadio School of Business and Management)
14. Margaret Phillips (Graziadio School of Business and Management)
15. Edna Powell (Chief Business Officer)
16. Christina Ramirez (School of Public Policy)
17. Frank Villasenor (Department of Facilities Services)

Members Absent: Al Sturgeon (School of Law)

- I. Call to Order and Announcements
  - a. Kari Enge led the committee in opening prayer.
- II. Updates: UDC Subcommittee for Provost Marrs' charge regarding diversity
  - a. The subcommittee has been meeting weekly throughout the past few months.
  - b. Joi Carr (Chair) updated the council in regards to the subcommittee's progress in terms of creating a diversity prose/statement. The subcommittee has been working on the creation of 4 proses for the 4 spheres from Darryl G. Smith's "Diversity's Promise for Higher Education" book.
  - c. Discussion from Provost Marrs to have UDC act as UPC does.
- III. Charter Review/Adoption
  - a. Creation and Composition of the Council
    - i. Robert DeMayo read the first statement from the "Creation and Composition of the Council" section.
      1. The committee discussed whether members should be appointed versus elected for the council.
      2. Committee Response in regards to membership of the Council:
        - a. Create a range (minimum-maximum) for each school
        - b. Delineate those that are "automatic". The committee created a pool/list of departments for the council representation.
          - i. Office of Institutional Effectiveness

- ii. Intercultural Affairs
- iii. Student Affairs
- iv. Disability Services Office
- v. Provost Office
- vi. Representative from School's Offices (Ex: GSEP Council, Seaver Council)
- vii. Seaver Admissions
- viii. Chief Business Officer
- ix. Faculty Members
  - 1. Jay Brewster proposed an elected faculty participation role
  - 2. The council agreed upon elected positions for faculty members. The council agreed to have one staff and one faculty (minimally) for each school. The councils (GSEP/Seaver/etc) could overlap for the school's representation.
- x. Staff Members (appointed each school)
- xi. Human Resources
- xii. Department of Facilities Services
- xiii. Department of Public Safety
- xiv. Student Representation (1 undergraduate and 1 graduate)
  - 1. Seaver Representation from SGA
  - 2. Graduate Representation (rotate each school)
- xv. Information Technology
- xvi. Integrated Marketing Communications
- xvii. Office of Advancement

c. Proposal to create list of departments and then subcommittees will go and meet with those departments who are not represented. Proposal for sub-groups:

- i. Academic divisions
- ii. Alumni services
  - 1. Proposal to meet with the Alumni Office once a year for updates.
- iii. Center for the Arts
- iv. Libraries
- v. Weisman Museum
- vi. Athletics
- vii. Financial Aid
- viii. Student Affairs Sub-departments (Cabinet Meeting)
- ix. International Programs
- x. Student Services (International)

d. Proposed ways for "Closing the Loop":

- i. Annual Committee Brief
- ii. University level communicating/correspondence (President's Briefs)

- iii. Sub-group constituents
      - iv. Boards (communicate to/from)
    - 3. The committee discussed the need to identify the spheres where shared discussion is present/absent.
      - a. Edna Powell proposed to have a diversity briefing once a semester.
    - 4. The committee proposed to have approximately 20 people on the council.
  - ii. The second statement from the “Creation and Composition of the Council” was discussed.
    - 1. Proposal for the UDC to elect the chair and co-chair members. The elected person would be submitted for appointment.
    - 2. The committee agreed upon having the UDC council elect the chair and co-chair, and then the Provost will appoint the elected individual.
    - 3. Motion to remove the third paragraph.
      - a. Motion approved by the council.
  - b. Presiding Officers, Voting, and Scheduling of Meetings
    - i. Motion to augment/move the following two paragraphs in coordination.
      - 1. Motion approved by the council.
    - ii. The committee discussed on whether to have a co-chair or chair council.
      - 1. The committee voted on co-chair vs. chair system.
        - a. The committee agreed upon moving to a Chair model.
    - iii. Proposal for online voting in addition to in-person voting.
      - 1. The committee agreed to have online and in-person voting for the council.
  - c. Initial Membership of the Council
- IV. UDC Chair Elections (2 academic years: Fall 2015-Spring 2017)
  - a. The council proposed nominations for the upcoming years.
    - i. Lindsay Jacobs and Ciara Riehl will email the proposed nominations to the committee.
- V. Adjournment: The UDC meeting concluded at about 1:33 PM.