

University Diversity Council

Monday, September 28, 2015

12:00 – 1:30 p.m.

Page Conference Room

MINUTES

Members present:

1. Robert deMayo (Chair, Graduate School of Education and Psychology)
2. Joi Carr (Seaver)
3. Jennifer Baker (Disability Services)
4. Kari Bolen (Intercultural Affairs)
5. Lisa Bortman (Office of Institutional Effectiveness)
6. Jay Brewster (Provost's representative)
7. Dawn Emrich (Public Safety)
8. Christine Goodman (School of Law)
9. Sandra Harrison (Disability Services)
10. Tabatha Jones Jolivet (Student Affairs)
11. Margaret Phillips (Graziadio School of Business and Management)
12. Edna Powell (Chief Business Officer)
13. Al Sturgeon (School of Law)
14. Frank Villasenor (Department of Facilities Services)

Members absent:

1. Carla Anderson (Human Resources)
2. Luisa Blanco Raynal (School of Public Policy)
3. Christina Ramirez (School of Public Policy)

I. Call to order

- a. Robert deMayo called the meeting to order at 12:10 p.m.

II. Introductions

- a. The committee members introduced themselves.

III. Prayer

- a. Robert deMayo led the committee in an opening prayer.

IV. Review and approval of UDC minutes from March 29, 2015 meeting

- a. Edna Powell made the first motion to approve.
- b. Joi Carr seconded the motion to approve.
- c. The committee unanimously approved the 03/29/15 UDC minutes.

V. Agenda building

- a. Joi Carr will continue to participate on the UDC this fall to ensure a smooth transition.

- b. At the next UDC meeting, Lisa Bortman will present a report from the Office of Institutional Effectiveness.
- VI. Update on UDC Subcommittee creating a diversity statement related to the four spheres from Darryl G. Smith's "Diversity's Promise for Higher Education"
- a. The report is based on the work done by the subcommittee in response to the provost's charge. The document is still confidential and is under review by the provost.
 - b. The committee read the "Statement of Diversity."
 - i. Comments: beautiful, aspirational, and foundational
 - c. The committee reviewed the four spheres of influence: (1) climate and intergroup relations, (2) access and success, (3) institutional viability and vitality, and (4) education and scholarship.
 - i. Comments: Include salary equity review for schools under either "Institutional Viability and Vitality" or "recruitment and search processes"
 - d. Overall comments:
 - i. Add the word "Draft" to the report
 - ii. Add that this document is a preliminary response to the provost's charge
 - iii. Ask provost for an ETA on response and invite him to an upcoming meeting
- VII. UDC Charter
- a. The committee reviewed items 1 through 4 of the charter.
 - i. Tabatha Jones Jolivet made the first motion to approve.
 - ii. Christine Goodman seconded the motion to approve.
 - iii. The committee unanimously approved items 1 through 4 of the UDC Charter.
 - b. The committee reviewed the introductory statement of the charter.
 - i. Committee agreed to add the following to the statement "...toward an ongoing process of institutionalizing diversity equity and inclusion."
 - ii. Committee discussed whether "recommending body to the Office of the Provost" is the only line of report. Questions about also reporting to Human Resources, the President's Office, and the Board of Regents came up.
 - iii. Committee decided to leave this section unapproved until the next UDC meeting.
 - c. The committee reviewed the "Creation and Composition of the Council" section of the charter.
 - i. Committee agreed to add Human Resources, Athletics, Integrated Marketing Communications, and Public Safety to the list of departments with UDC representatives.
 - d. The committee will vote on the "Presiding Officers, Voting, and Scheduling of Meetings" section of the charter at the next UDC meeting.
- VIII. Open discussion
- IX. Adjournment
- a. The meeting concluded at 1:31 p.m.