

## **Commission on Equal Opportunity and Diversity**

Monday, January 31, 2011

10:00 a.m. – 11:30 a.m.

Graduate life Center room B

**Present:** William Lewis, Karen Jones, Hal Irvin, Ellen Plummer, Jack Finney, Jim Snyder, Kim Beisecker, Bruce Hayden, Bradley Klein, Jean Brickey, Christine Snider, Meghan Kuhn (vice chair), Connie Wilkinson, Nathan Lavinka, Sam Riley, Ross Edmonds (chair), Diego Troya, Anna LoMascolo, Craig Brians, Emily Satterwhite, Guy Sims, Jody Thompson, Justin Graves

**Absent with Notification:** Yannis Stivachtis, Jon Jaudon, Lubna Chowdhury, France Belanger

**Absent without Notification:** Alan Grant, Virgilio Centeno, Cris Thompson, Mark Cartwright, Lee Lovelace, Aditya Johri, Frank Hernandez, Terrence Austin, Chaney Mosley

**Guests:** Maggie Sloane, Marcie Bishop, Peggy Lane

### **Call to Order**

The meeting was called to order at 10:05 a.m. by Ross Edmonds. The minutes from the last meeting on November 29<sup>th</sup>, 2010 were discussed. There were no questions or comments. Minutes were motioned and approved.

### **Introduction**

Marcie Bishop was introduced as Secretary for the Spring Semester. There was an introduction from each one present and the department from which was represented. Peggy Layne was introduced as the Guest Speaker.

### **Guest Speaker**

Peggy presented on findings from the 2009 COACHE Survey Data. Discussion on the survey results included findings on the clarity of tenure expectations, differences by gender, race, and ethnicity as well as feedback on campus climate, culture, and collegiality. The survey also produced responses on the best and worst aspects about working at Virginia Tech. Peggy also spoke about mentoring and how the Provost Office is working to improve mentoring. She is routinely presenting information to Deans and Department Heads. More information on the work of Advance VT can be found at [www.advance.vt.edu/measuring](http://www.advance.vt.edu/measuring).

### **Discussion**

Guy Sims discussed Diversity Summit Progress Update.

Dr. Will Lewis shared Direction for ODI with topics as Paradigm Shift, Mission, Strategic Priorities, Program Assessments, Current Initiatives, Operational Teams, Communication Team, Diversity Education, Training and Assessment.

Ellen Plummer discussed 747 Senate Bill and will forward a link to everyone with the information.

### **Agenda**

The list was passed out to each person about the upcoming items and meetings. The next meeting was scheduled for **February 14<sup>th</sup>, beginning at 10:00 a.m. - 11:30 a.m.** at Graduate Life Center Room B.

### **Adjournment**

There being no further business, the meeting was adjourned at 11:25 a.m.

Respectfully Submitted,

Marcie Bishop  
Office for Diversity and Inclusion