

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, MAY 2nd, 2016
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Nikeshia Arthur for (Karisa Moore), Mary Beth Dunkenberger, Raifu Durodoye, Jack Finney, Gilda Machin-Scarpaci, Rebekah Martin, Erika Meitner, Sandra Muse, Jennifer Nardine, Menah Pratt-Clarke, Laura Tollin, John Gray Williams

ABSENT: Tom Brown, David Clubb, Melissa Elliott (with notice), Catherine Caldwell, Noha Elsherbiny, Amer Fayad, Lance Franklin, Arianna Jensen-Wachspress, Bradley Klein, Sara Leftwich (with notice), Patty Perillo, Anita Puckett (with notice), Takumi Sato (with notice), Sapna Singh, Amy Tanner, Mikhelle Taylor, Pamela Vickers, Daron Williams (with notice), Paul Winistorfer (with notice)

GUESTS: Marcie Bishop, Rachel Gabriele, Marcy Schnitzer

WELCOME

Chair Jennifer Nardine welcomed members to the last meeting of the semester.

DISCUSS HR PARENTAL LEAVE (RACHEL GABRIELE AND JACK FINNEY)

Dr. Jack Finney provided an overview of a paid parental leave policy under development for tenure-track and tenured faculty. This proposal currently is for 12 weeks of paid leave for a parent upon birth or adoption of a child. Choosing this paid leave option would preclude a faculty member from taking modified duties. If both parents work at the university, they may share the 12 weeks as they see fit.

Dr. Finney informed the commission that this policy is still under development, and further consideration would need to accommodate the resources and administrative implications of providing this benefit, which may result in modification or further revisions to the policy.

UPDATE ON BANNER RE GENDER FIELDS

Dr. Pratt-Clarke talked about the meeting she had with folks from HR, IT, and the President's office to discuss the resolution to enable banner and other administrative processes to respect an individual's gender identity.

There will be new Banner updates in the next few weeks, shifting software and adding new fields. Training will be provided across campus, explaining where to find fields and

make entries into banner. Dr. Pratt-Clarke said we would wait to see what the new release would allow us to do.

Moving forward, Dr. Pratt-Clarke will circle back with the group to determine the timeline for the changes. If another meeting is needed, John Gray Williams will attend.

UCCGE RESOLUTION

Discussion continued on adding a CEOD member to UCCGE membership. The member would have experience teaching and a knowledge of Pathways. Dr. Pratt-Clarke said she would like a person to be seated on UCCGE as an active participant before the fall semester.

DISCUSS 1ST READING OF PATHWAYS

The 1st reading of the Resolution to Address Intersectional Diversity in Pathways Curriculum by University Council was April 18th. The 2nd reading will be on May 2nd.

Jennifer Nardine talked about adding an additional whereas paragraph to the resolution to address Intersectional Diversity. She said it was a good time to have these conversations while the new Pathways Curriculum is being put into place. She said there was a concern that conversations about the Pathways Curriculum can continue past one year.

Mary Beth Dunkenberger suggested putting together some small working groups to move forward with plans over the summer. Jennifer asked that people email Marcie Bishop at bmarc555@vt.edu if interested in participating in a working group this summer.

1. Pathways Curriculum, UCCGE, a lot of time involved.
2. Equity and Opportunity
3. Banner Workgroup

ELECT VICE CHAIR

Raifu Durodoye was elected new vice chair for 2016-2017.

PASSING THE TORCH

Jennifer Nardine welcomed Mary Beth Dunkenberger as new chair for CEOD. Mary Beth said she will spend some time going over the CEOD bylaws over the summer.

Mary Beth thanked Jennifer for all her work this past year on the commission.

Sandra Muse and Laura Tollin expressed interest in the University Council At-Large representative position. Discussion will continue regarding the application process.

MEETING ADJOURNMENT

The meeting was adjourned at 12:00 p.m. The next CEOD meeting will be in the upcoming fall semester, location TBD.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity