

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, SEPTEMBER 21ST, 2015
10:30 a.m. – 12:00 p.m.
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Tom Brown, David Clubb, Melissa Elliott, Mary Beth Dunkenberger, Raifu Durodoye, Amer Fayad, Jamie Hollimion, Bradley Klein, Marwa Abdel-Latif, Chad Mandala for (John Gray Williams), Erika Meitner, Sandra Muse, Jennifer Nardine, Anita Puckett, Takumi Sato, Gilda Machin-Scarpaci, Sapna Singh, Andrew Tevington, Laura Tollin, David Travis Jr., Arianna Jensen-Wachspress, Daron Williams

ABSENT: Noha Elsherbiny, Lance Franklin, Hal Irvin, Sara Leftwich, Patty Perillo (with notice), Amy Tanner, Mikhelle Taylor, Pamela Vickers

GUESTS: Marcie Bishop, Marcy Schnitzer

WELCOME

Chair Jennifer Nardine called together the first full meeting of the 2015 fall semester at 10:30 a.m.

Jennifer welcomed new members and asked them to introduce themselves and the area they represented.

MEETING SPECIFICS

1. REPORTS FROM REPS FOR FACULTY SENATE, STAFF SENATE, GSA, SGA, AND FOUR SEATED COMMISSIONS AT FULL MEETINGS

Sandra Muse provided a brief report from CAPFA's meeting on September 9th. She said that topics for this year's discussion were to look at a possible change to Policy 4335: Employee Awards and Recognition Programs to allow recognition leave for A/P faculty as it is allowed for staff. Hal Irvin and chair Sue Volkmar will look into getting some support within the Provost's office before moving forward.

There is concern by commission members that performance evaluation discussions and written documentation is not being done for all A/P faculty as required by section 7.3 of the Faculty handbook. HR has developed a new A/P website and there have been on-going discussions to provide examples on-line as a resource.

The Commission has been asked by the President and Provost to focus on more long term objectives for the commission, looking out 10, 20, and 30 years. The commission is also reviewing how to improve communication.

Alex Fritz, University Development, was elected vice-chair for FY2015-2016.

Jennifer Nardine shared with members a brief report regarding the Undergraduate Honor Code System. The new director has a resolution before the Commission on Undergraduate Studies and Affairs to revise the way that the honor code is enforced and the protocols for managing violations. It seems that the new model means that the administration of the Honor Code is taken out of student hands and placed in the hands of administrators.

REPORTS FROM WORKING GROUPS

Jennifer Nardine asked the working groups to meet between now and the next full meeting and be prepared to give a brief report at each full meeting. (See Working Groups below).

EXECUTIVE BOARD MEETINGS

Jennifer explained to members that they were not required to attend the CEOD Executive meetings, but are welcome to attend.

SA-VPID INTERVIEWS

Jennifer reminded members about the CEOD interview with the last candidate for SA-VPID on Friday September 25. She encouraged members to participate and asked that they arrive a little early prior to the interview.

EQUITY AND DIVERSITY ANNUAL REPORT

A letter was sent to President Sands requesting an annual Equity and Diversity report for CEOD. A working group will be formed to determine what should be included in the report.

CAUCUS DEFINITION FOR CEOD MEMBERSHIP

Mary Beth Dunkenberger reviewed the survey administered to caucuses in the spring, with the objective to determine the definition of a caucus for the purposes of representation on CEOD. This topic is a continuation from last year.

Marcy Schnitzer provided that along with the three well established caucuses there had been a formation of five additional caucus groups: International, Asian/Asian American, Disabilities, Veterans, and American Indian. She said that they are holding meetings, forming governing documents, and will be conducting elections. Members asked whether additional caucuses could be formed. People interested in forming new caucuses have approached the Vice Provost for Inclusion and Diversity for assistance.

STUDENT INVOLVEMENT

Members discussed increasing student involvement this year to broaden the scope of CEOD work.

GENERAL MEMBERSHIP MAKE-UP

Jennifer asked the working group to discuss and evaluate the current membership. There was discussion regarding adding an inclusion coordinator representative to the commission.

WORKING GROUP FORMATION

Members agreed that the following issues would be on the agenda for the upcoming year.

1. Holiday Working Group

Chad Mandala commented on the Columbus Day Holiday, asking if it was possible to recognize Indigenous People's Day.

2. Ethnicity Working Group

Ethnicity working group received no volunteers beyond its chair Anita Puckett, so it will not be held at this time.

3. Equity/Diversity Report Group

David Travis discussed the InclusiveVT report. David and Dr. Karen DePauw have been working together on this report after information was contributed from other areas. The report will be available for commission members to view. Marcy Schnitzer mentioned that the LGBT Climate Survey final report will soon be available, as well as a Salary Equity Study produced by the Vice Provost for Faculty Development. Raifu Durodoye will chair a working group to determine issues to be reported on for CEOD.

4. Membership/Representation Group

Jennifer Nardine discussed CEOD membership regarding adding or removing members. She said this had been an on-going discussion for years, and we needed to consider the

size of membership in terms of being an active and productive part of the Governance system. Marwa Abdel Latif was asked to chair this group.

The new working groups were formed and a paper was passed around the table for members to select the group that they wanted to participate in. Mary Beth Dunkenberger wrote the four groups on the white board for members to view. The working groups list will be posted to the CEOD scholar site.

ADJOURNMENT

The meeting was adjourned at 12:00 p.m. The next meeting will be the Executive meeting on Monday October 5th at 11:00 a.m. in the Graduate Life Center, Room D.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
EXECUTIVE MEETING
MONDAY, OCTOBER 5th, 2015
11:00 a.m. – 12:00 p.m.
GLC, ROOM D**

MEETING MINUTES

PRESENT: Tom Brown for (Patty Perillo), Sara Leftwich for (Jack Finney), Jennifer Nardine, Raifu Durodoye, Laura Tollin, David Travis Jr.

ABSENT: Mary Beth Dunkenberg (with notice), Hal Irvin

GUESTS: Marcie Bishop, Marcy Schnitzer

I. WELCOME

Chair Jennifer Nardine welcomed members.

II. UPDATE ON WORKING GROUPS

Jennifer Nardine noted that the ethnicity working group which was formed at the last full meeting would be abandoned, due to lack of interest. Anita Puckett who was to chair the group was in agreement with this decision.

Jennifer explained that upon review of the CEOD Bylaws, Chad Mandala would not be able to lead the holiday working group, due to not having an active seat on the commission. John Gray Williams and Mikhelle Taylor from the American Indian caucus will be leading the holiday issue with assistance from Chad. Since John Gray will not be available to meet with the working group until after the next full CEOD meeting, Jennifer will convene with the group.

Raifu Durodoye announced that the Equity/Diversity working group would convene on Friday October 16th.

III. UPDATE ON CAUCUSES

Discussion continued on determining the definition of a caucus for the purposes of representation on CEOD. Technically, caucuses are private entities that are separate from the university. The CEOD definition should only apply to caucuses for the purposes of representation on the commission, and not for the university as a whole. Jennifer noted that an Appalachian caucus is now being formed, in addition to the eight announced at the full meeting. The question was raised, how wise is it to spend a lot of time on this

issue before the new Vice Provost for Inclusion and Diversity position is filled? Caucus membership on CEOD will be a major issue for the membership working group to discuss.

IV. DISCUSS STUDENT REPRESENTATIVES FOR UNIVERSITY COUNCIL

Jennifer Nardine talked about the challenges of finding a student representative to attend University Council meetings, due to class schedules. Jennifer said she received an email from Marwa Abdel Latif GSA, saying she would be able to attend the University Council meetings sometimes, and there has been dialogue with another person who was interested.

Marcy Schnitzer asked if this representative could be a person who was not presently on CEOD?

Jennifer said this would be an ongoing discussion for the membership working group.

V. AGENDA DEVELOPMENT FOR FULL MEETING

1. Data Survey – Appalachian Report (Jennifer is waiting to hear back from Anita Puckett in regards to a woman who has collected data and will share with CEOD)
2. Working Group Reports
3. Laura Tollin will present about disability issues on campus

MEETING ADJOURNMENT

There being no further business the meeting was adjourned at 11:45 a.m. The next CEOD full meeting will be Monday, October 19, 2015 at 10:30 a.m. in the GLC Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity