

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

10:30AM, Monday, April 29, 2019

Room B, The Graduate Life Center

Our meeting is located on Monacan and Tutelo land.

PRESENT: Andrew Alston, Ellen Banks, Elysia Budu for John Livingston, María del Carmen Caña Jiménez, Alicia Cohen for Menah Pratt-Clarke, David Clubb, Maia Greene-Havas, Khaled Hassouna, Kimberley Homer, Deyu Hu, Chris McCullough, Christa Miller, Tracy Newton, Kelly Oaks, Kase Poling, Marcy Schnitzer, Anthony Scott, Kayla Smith, Christine Tysor, Pam Vickers, Bevelee Watford, Rachel Woodson, John Gray Williams.

Guests: Susan Hughes, Marcia Elliott

REGRETS: Mae Hey (with notice), Nikos Harasty, Sarah Leftwich, Polly Middleton, Yolanda Avent (with notice), Elizabeth Spingola, Davon Woodard.

WELCOME AND INTRODUCTIONS

Kimberley welcomed everyone and began a round of introductions. Once again, there was no Zoom session, but there were enough chairs for everyone.

THE NEW RECRUITMENT AND ONBOARDING SYSTEM

Susan Hughes and Marcia Elliott gave a presentation on PageUp, Virginia Tech's choice to replace PeopleAdmin for recruiting and onboarding. (Her presentation is attached in PDF form.) One key improvement is the ability to notify candidates when they will not be moving forward in a search. PageUp calls this a "disposition message." There was general agreement that a better system will lead to better recruiting and retention results. There were a few questions regarding the timing and approval of the "disposition messages," to which Marcia responded that although a selection of messages are pre-written, the search chair or hiring manager sends the messages in the system. They are not automatically sent. Kimberley offered to do user experience testing from the perspective of applicants and recruiters. Following this there was discussion about the diversity of the advisory committee and people testing the system. This led to discussion about how HR could recruit some additional user testers from across the university with multiple backgrounds and levels of hierarchy represented to ensure that the internal use of the system is friendly and inclusive.

NOMINATIONS AND LIAISONS FOR UNIVERSITY GOVERNANCE FOR 2019-20

Marcy Schnitzer described the positions that need to be filled, which are CEOD Chair, CEOD Vice Chair, representatives from the Hispanic/Latino/Latina Caucus, Veterans Caucus, and Asian/Asian American Caucus, at large graduate student, at large undergraduate student, representatives from the SGA and GSA, and liaisons to the University Council and Campus Development Committee. Kase Poling nominated Kimberley Homer for Chair and Christa Miller for Vice Chair, and all those present voted to approve. Voting for University Council liaison and Campus Development Committee will be done by electronic poll before May 20th, and the

caucuses, SGA, and GSA will appoint their representatives when they reconvene in the Fall. At large students will also be recruited in the Fall.

Discussion ensued about the 10:30 am Monday timing for CEOD meetings, since this is difficult for students and teaching faculty. Dr. Watford pointed out that many who serve also serve on other commissions, and changing the time would likely result in more conflicts.

INTERNATIONAL ISSUES WORKGROUP UPDATE

Khaled Hassouna reported that the workgroup has met, and decided that meeting on familiar ground--the old Cranwell Center model--is important for all members and allies of the international community, and work is in progress to bring that about.

PRESIDENTIAL PRINCIPLES OF COMMUNITY AWARDS

Marcy Schnitzer announced the winners of the Principles of Community Awards, who were honored at a special event at the Moss Arts Center on May 2:

The Presidential Principles of Community Award recognizes faculty and staff members who exemplify and promote a welcoming and inclusive environment in accordance with the university's Principles of Community.



Long Term Contribution Award: Dr. Sam Cook



Department Award: Department of Religion and Culture



New or Recent Contributions Award: Christine Tysor



Team Award: Virginia Dares team

COMMENT

Members are encouraged to promote and attend the cultural recognition ceremonies. Dr. Watford noted that advertising times sooner would allow better attendance, especially by out-of-town family members. CEOD will work with the Cultural and Community Centers director on this.

NEXT MEETING

The next CEOD meeting, which was scheduled for May 20, 2019, has been cancelled because it is after the end of the Spring semester. The meeting schedule for Fall 2019 will be advertised once it is set.

Appreciation to Marcy Schnitzer, Alicia Cohen, and Andrew Alston for logistical support, and to Christa Miller for improving the minutes.