

Commission on Equal Opportunity and Diversity
Monday, September 11, 2006

Minutes

Present: Ross Edmonds, Zenobia Hikes, Rick Shingles, Pat Hyer, Ray Plaza, Deborah Morgan, Ann Kilkelly, Carlos Evia, Ben Dixon, Kris Tilley-Lubbs, Valerie Hardcastle, Kim Beisecker, Mike Taczak, Brad Klein, Aaren Salido, Elisa Sotelino, Jack Davis, Patricia Smith, Sue Ellen Crocker, Maxine Lyons

Absent: Ruth Grene, Sam Camden, Antionette Stroter, Alexis Bozzo, Craig Brians, Tina Harvey, Saurabh Attarde, Linda Woodard, Kevin McDonald

Guests: Sanda Chelliah, Maggie Sloane, Sarah Wang, Jane Ann Williams

I. Call to Order

The agenda was adopted.

II. Chair Report

There was an observation of a moment of silence for 9/11 followed by welcome and introductions. Carlos reviewed the roles of the chair, vice chair, and commission members. Ray and Pat shared a brief historical overview of the commission. The schedule of fall meetings were reviewed along with some of the agenda items for this year. The commission will provide support for the evaluation of the diversity strategic plan, diversity as part of the FAR report, the Taskforce on Race and the Institution, planning for the 10th annual diversity summit, and activities related to the campus climate. Policy development is another area where the commission may be involved. The existing task forces were discussed. Ross shared ongoing efforts of the campus climate task force including an interest in diversity education and training of faculty, staff, and students. The Safewatch website has been updated to match the new university web design. A new task force on the diversity strategic plan will work with the Office of Multicultural Affairs in developing updates to the plan. Ruth, as vice-chair, will coordinate the diversity summit.

III. CEOD Initiatives

- a. Lee Hall – Following the Lee Hall protest, the commission created a list of recommendations and sent them to the president. Ray provided an update on some of the recommendations. The historical display is currently being constructed. A proposal for MOSAIC, a multicultural theme housing program, was presented this fall. The proposal is under consideration by student affairs. The Office of Multicultural Affairs is responsible for the implementation of these recommendations.
- b. VT Principles of Community – Ray provided a summary of activities that have occurred since the signing of the VT Principles of Community. There is an on-line video of the principles and work is underway to place the principles in all academic classrooms. The Division of Student Affairs has provided framed copies for all departments and also for student organizations that are part of the Commission on Student Affairs. The College of Liberal Arts and Human Sciences had an event this fall for all new freshmen focusing on the principles. Future items include getting the principles on some of the Coke machines on campus and finding ways to display them in the Burruss Hall lobby. Zenobia asked that we work with university relations to increase the awareness and visibility of the principles to the outside community. It was also raised that there is also the need to work on the public relations internally. There is a special story in the next issue of the VT Magazine on the principles.

- c. MLK Celebration/Diversity Summit – This past spring was the first year VT commemorated the MLK holiday with no classes. The commission took the lead in developing the weeklong series of events. A tentative calendar has been developed for 2007. The two options currently being investigated as keynotes are Senator Obama and a satellite conversation with Nelson Mandela. There is a need to develop more stable funding for this effort. Rick asked if alumni have been approached regarding support for these events. Ben shared that this will be part of the capital campaign. A goal for the Diversity Summit this year is to do something different. Since the event is in the Commonwealth Ballroom with more space, it needs to get it planned sooner so that the publicity can get out earlier.

IV. Announcements

On Friday, there is a Multicultural Faculty/Staff luncheon at 11:30 a.m. in the Multipurpose Room at the Graduate Life Center. The luncheon keynote is Patricia Russell-McCloud, a professional orator and motivational speaker. The luncheon will be followed by diversity discussions from 1:30-4:00 p.m. The lunch and discussions are open to the entire university community. It was asked to resend this information to commission members so that they can forward it accordingly.

Ray shared a plan for a university-wide mechanism for diversity awards. A toolkit has been developed for all colleges to use to develop diversity awards. There will also be university-wide, presidential level awards. The goal is that the first university diversity awards will be presented in the spring 2007. The commission will serve as the review committee for these diversity awards.

Ben welcomed and encouraged members to share ideas regarding updates to the diversity strategic plan. The hope is that the goals of the plan will be assessed on an annual basis through the diversity monitoring and assessment system.

Carlos shared that there was an article in Diverse Online about Virginia Tech adding diversity to the Faculty Activity Report. The commission was instrumental in moving this forward. The article is accessible at http://www.diverseeducation.com/artman/publish/printer_6309.shtml.

Kris encouraged members to sign up for Outreach Now Conference on September 25. Valerie will send more information on the conference this week. Next Monday, September 18 at 7:00 p.m. Nel Noddings will be a guest lecturer on the ethics of caring in the Latham Ballroom. There will be a session with graduate students on Tuesday. There is a state board of education hearing at BMS at 7:00 p.m. tonight looking at the state standards of quality. One topic is the state of ESL, as this population has grown exponentially. Friday starts the Hispanic Latino Heritage Month and the calendar is available from the Multicultural Programs and Services website.

Carlos requested that members email him with ideas for task forces. There will be times set aside at regular meetings for the task forces to meet. At the next meeting on September 25, there will be a discussion of the priorities for the commission.

Meeting adjourned at 12:35 p.m.

Meeting adjourned at

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, September 25, 2006

Minutes

Present: Ross Edmonds, Guy Sims (for Zenobia Hikes), Rick Shingles, Pat Hyer, Ray Plaza, Deborah Morgan, Ann Kilkelly, Carlos Evia, Kim Beisecker, Mike Taczak, Brad Klein, Aaren Salido, Elisa Sotelino, Jack Davis, Patricia Smith, Sue Ellen Crocker, Jean Brickey (for Maxine Lyons), Ruth Grene, Linda Woodard, Sam Camden, Kris Tilley-Lubbs, Antionette Stroter, Kevin McDonald

Absent: Alexis Bozzo, Craig Brians, Tina Harvey, Saurabh Attarde, Linda Woodard, Ben Dixon, Valerie Hardcastle

Guests: Jonathan McCloud, Maggie Sloane, Sarah Wang, Jennie Reilly

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos asked Ray to provide a brief summary of the Multicultural Faculty and Staff Luncheon which occurred on September 15. There were approximately 85 people in attendance for the lunch and keynote speech by Patricia Russell-McCloud. Of that group, only 30-40 stayed for session 1 of the diversity discussion and 20 stayed for session 2. There was disappointment in the number of attendees given that 900 letters of invitation were sent out. Members indicated it was not clear to people what the event was about or that it was open to the entire university community. An evaluation link has been sent for people to provide feedback on the event.

Sheila reported that the first meeting of the University Task Force on Race and the Institution has occurred and members are reviewing existing documents before the next meeting in a couple of weeks. There is a community conversation for students this Thursday, September 28 at 6:00 p.m. in Haymarket Theatre. It is sponsored by the Provost's Office and is an opportunity for students to share thoughts and ideas with the Task Force.

III. Items from Year Three to Discuss

- A. Kris Lubbs' Model for Intersection of Principles of Community, Policies, and Practices – a diagram has been created that demonstrates the intersection between the principles, policies, and practices. This intersection is the gray area that is ambiguous to many and is an area that needs some work so that people know what the consequences are for violating the principles.
- B. Rick Shingles' Diversity Competency Initiative – Rick emphasized that the initiative is really a group effort aimed at training faculty in the area of diversity awareness, knowledge, and competencies. The proposal is modeled after the Faculty Development Institute. Ruth stressed the need for input from parts of the university that are not concerned or interested in issues of diversity. There needs to be an assessment to see if the proposal is worth pursuing. Ann shared the need for a good picture of all the things that are being done around issues of diversity in academia, especially in some academic programs like sociology, race and social policy, Africana studies, etc. Some of these programs and curricula deal directly and in-depth with various aspects of diversity. This proposal needs the buy in from the people who are integrally involved in diversity issues. Ann went on to suggest that a task force be created to look at the academic programs as well as having some department heads present at meetings so that members have a better idea about what is happening in diversity in academia.

IV. Taskforces for Year Four

- A. Report on the Policy Integration Taskforce's Roundtable – Carlos distributed a summary of the roundtable discussions that occurred on March 28. The discussion focused on the awareness of diversity-related policies, problems and issues related to the policies, and suggestions/solutions. Ruth voiced concern regarding the low turnout of faculty at that roundtable.

- B. Brainstorm on Taskforces for Year Four and Recruit Members – Ann recommended the creation of five task forces as described below. Members then spent time organizing in the task forces.
 1. Campus Climate - this is a long term task force connected to the university campus climate team and will deal with issues as they arise on campus.

 2. Events and Programs – the focus of this task force is the Diversity Summit and MLK Celebration.

 3. Multicultural Education – this task force will work on gathering information on what is happening in diversity education in academia and will also work on the diversity competency initiative.

 4. Diversity Strategic Plan –this taskforce will work with OMA on what needs to be updated in the diversity strategic plan with the goal of having a new/revised plan in place during spring semester.

 5. Policy – the focus of this task force will be to provide guidance, support, and resources for diversity in the faculty activity report and in the staff evaluation process.

Announcements

Ann shared that Marty Pottenger, an Obie-award winning solo performance artist, is in residence with the Department of Theatre Arts for three weeks from September 19-October 6. She will be offering two public lecture/demonstrations of her work on Monday, September 25 at 7:00 p.m., in the Torgersen Museum and on Monday, October 2 at 7:00 p.m., in the Multipurpose Room at the Graduate Life Center. Ray passed out information on the National Issues Forum: “New challenges of American immigration, what should we do?” which is scheduled for October 12. Jennie reminded members that October is Disability Awareness in Employment Month. On Friday, October 27 Jonathan Mooney will be speaking about his experiences as a student with disabilities in the Haymarket Theater. Tomorrow is lunch with the Hispanic Faculty in the Multicultural Center, Squires.

Meeting adjourned at 11:53 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, October 16, 2006

Minutes

Present: Ross Edmonds, Guy Sims (for Zenobia Hikes), Rick Shingles, Pat Hyer, Ray Plaza, Deborah Morgan, Ann Kilkelly, Carlos Evia, Mike Taczak, Brad Klein, Elisa Sotelino, Sue Ellen Crocker, Ruth Grene, Linda Woodard, Sam Camden, Antionette Stroter, Kris Tilley-Lubbs, Ben Dixon, Kim Beisecker, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Maxine Lyons

Absent: Alexis Bozzo, Craig Brians, Tina Harvey, Saurabh Attarde, Valerie Hardcastle, Jack Davis, Aaren Salido, Patricia Smith

Guests: Greg Sagstetter, Sarah Wang, Jonathan McCloud, Jane Ann Williams

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos asked Ray to provide an update on the Provost's Taskforce on Race and the Institution. There was a community conversation with students about issues concern them. The taskforce met for a second time last week and divided into six different subcommittees. The subcommittees will meet between now and early November when the taskforce meets again. They hope to have a report by January 3, 2007. Rick requested the list of the subcommittees and their members. Meeting summaries will be posted on the web so that there are open lines of communication between the taskforce and the university community.

Mike Taczak shared the results from the Diversity and Multiculturalism Survey that was conducted by SGA. The target audience was minority students. The survey was sent to multicultural organizations and various listservs. The two main initiatives the survey focused on were a student campus climate group and a diversity/multicultural requirement in the core curriculum. The student campus climate group will begin in January 2007 with support from Multicultural Programs and Services and the Dean of Students Office. The group will meet twice monthly. One meeting will be with students, faculty, and staff. The other meeting will be just for students so they can feel comfortable voicing concerns and issues. While they are still working on the list of people who will be part of the group, they are looking at representatives from the major cultural groups. The chair will be the SGA director of diversity and multicultural affairs. Ann suggested that representations from some of the academic programs like Women's Studies and Afrikana Studies would also be helpful.

The survey also showed support for a diversity/multiculturalism core curriculum requirement. SGA would like to set up some focus groups to determine what the specific reasons are for those who oppose such a requirement. It was recommended to investigate institutions that have such a requirement. The Office of Institutional Research might be able to provide assistance for a random sample survey if they choose to do another survey/study.

Carlos then asked Ray to provide some background on the University Policy on Religious Holidays and Observations. He began by asking what the commission should recommend in response to the fact that there is a Christmas tree on the Henderson Lawn. Some Hillel students had approached Kurt Krause about having a wooden menorah. Others opposed that idea. One recommendation is to have a tree with white lights instead of the colored lights. Another recommendation was to have banners in town to acknowledge the different celebrations. It was suggested and supported by some members that no state money should

be devoted to religious holidays. Additionally, since the holidays don't always occur at the same time, it doesn't make sense to have everything up at the same time.

Ray then distributed Policy No. 4315, the Commission on Undergraduate Studies and Policies Resolution, and the Religious and Ethnic Holidays list from the Registrar's Office. Many members spoke of the need to expand the list from the Registrar's Office and to provide some descriptions for the various holidays. There was considerable conversation about what the university should do and a number of different recommendations were made. Given the significant thought and time needed for this issue, it was determined the best approach would be to create a subgroup to work specifically on this issue. Carlos offered to chair the group and asked interested members to contact him. The group will also seek information and input from various individuals across campus.

III. Taskforces

There was an opportunity for members to meet in taskforces.

Announcements

Ann Kilkelly requested time for speaker presentations at the next two meetings. Jane Ann shared the variety of diversity and multicultural education and training options offered by the Office of Multicultural Affairs. The Scholarship of Diversity Conference is scheduled for March 15-16 and a handout on the conference was distributed. Ray announced the approval of the MOSAIC proposal. It will begin in the fall of 2007 in the top eight floors of Slusher Tower. There is a three-credit course associated with this theme housing program. Kim shared that the Dance of Nations is from 6-11 pm in Squires on Friday evening. Ross asked members to save the date for December 1 for a special event sponsored by the LGBT Caucus. More details will follow. Diversity Career Day is November 2 at UVa and Career Services will be providing three vans to transport students to that event.

Meeting adjourned at 12:05 p.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, October 30, 2006

Minutes

Present: Ross Edmonds, Deborah Morgan, Ann Kilkelly, Carlos Evia, Elisa Sotelino, Sue Ellen Crocker, Ruth Grene, Linda Woodard, Sam Camden, Antionette Stroter, Kris Tilley-Lubbs, Sheila Carter-Tod, Kevin McDonald, Aaren Salido, Patricia Smith, Valerie Hardcastle, Jack Davis, Guy Sims (for Zenobia Hikes), Rick Shingles, Kim Beisecker, Maxine Lyons, Ben Dixon

Absent: Alexis Bozzo, Craig Brians, Elizabeth Waterman, Saurabh Attarde, Pat Hyer, Mike Taczak, Ray Plaza, Brad Klein

Guests: Jennie Reilly, Sarah Wang, Jane Ann Williams, Terry Kershaw, Hardus Odendaal, Maggie Sloane

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos opened the meeting by sharing that the Dance of Nations was a huge success and that the first meeting of the search committee for the Vice President for Multicultural Affairs was last week. The chair of the search committee is Jerry Niles. He then introduced the first guest speaker, Hardus Odendaal, a faculty member in the Computer Engineering department. He shared information on the faculty net/club initiative. There is considerable interest in the creation of a faculty club. The biggest resource at Virginia Tech is the human resource but there is a lack of community and engagement among faculty, staff and administrators. Work/life issues are extremely important for the future of Virginia Tech. In response a Faculty Net group has formed with socials once a month. Additionally, the president and provost are supportive of the creation of a faculty club. Valerie shared that the Faculty Senate is responding to this need by hosting a faculty/staff coffee every Tuesday from 2-5 p.m. in Torgersen Museum during the spring semester. Ross shared that if staff are welcome, the name needs to be changed to be more inclusive. It was also shared that there are a number of initiatives being developed by different groups across campus and there is a real need to keep lines of communication open between these groups and be sure that others on campus are aware of these initiatives.

The second guest speaker was Terry Kershaw who is the director of Africana Studies. He is the first of many speakers to share what kinds of courses are being offered dealing with diversity issues as well as research and outreach. He shared a handout of the summary of the history of Black Studies/Africana Studies at VT from 1992-2006 as well as the charter for the Center for Africana Studies and Race and Social Policy Research and then answered questions from commission members.

Carlos shared that a memo went out stating an English only policy in a lab on campus. There was considerable discussion about this issue. While the reason behind the policy makes sense, since there are many issues surrounding English conversation skills for international students, the policy is in violation of the Principles of Community, university policies, and raises legal issues as well. It was suggested that this is both a formal process, through the Office for Equal Opportunity, and a learning opportunity. It was suggested that Carlos work with Kevin on this issue. Kim shared that the ELI classes are very expensive and many students can't afford to take that class. Tony raised the creation of a team to respond to incidents like this as a possibility for the commission.

Announcements

Ross passed out posters for Revelations.

Meeting adjourned at 12:05 p.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, November 13, 2006

Minutes

Present: Carlos Evia, Ann Kilkelly, Sheila Carter-Tod, Jean Brickey (for Sue Ellen Crocker), Ray Plaza, Kim Beisecker, Sam Camden, Ross Edmunds, Zebib Bahta, Jack Davis, Brad Klein, Deb Morgan, Patricia Smith, Guy Sims (for Zenobia Hikes), Aaren Salido, Pat Hyer, Ruth Grene, Rick Shingles, Michael Taczak, Antoinette Stroter, Virginia Reilly (for Craig Brians), Ben Dixon, Maxine Lyons, Kris Tilley-Lubbs, Valerie Hardcastle

Absent: Elisa Sotelino, Linda Woodard, Kevin McDonald, Elizabeth Waterman, Saurabh Attarde

Guests: Elizabeth Tranter, Jonathan McCloud, Sarah Wang

I. Call to Order

The agenda was adopted

II. Chair Report:

Carlos opened the meeting by sharing that the last meeting for CEOD is scheduled for December 4th. He then provided a follow-up to the conversation about the language policy in the Center for Power Electrical Systems lab. He explained that the English-only policy is not going to be implemented but other venues are being explored to help students practice their English language skills.

Kim Beisecker informed the members that she and Maggie Sloane along with others have held a number of follow-up meetings regarding the situation. The discussion has raised many questions but has also provided an opportunity to explore the impacts of globalization on the university.

Beth Tranter, Research Associate Center for Power Electronic Systems (CPES), attended the meeting and provided background information in terms of how the initial policy had been developed and how they have responded to the concerns that have arisen. She shared that as of October 31st, the policy had been tabled and that the student council would be exploring ways to address the language issue.

Following the presentation by Beth, there was considerable discussion about what role does/should Virginia Tech play in assisting non-native speakers in terms of their English. The discussion included how native speakers interact with non-native speakers. Various members recounted personal experiences teaching courses and working with non-native speakers. They also noted that the issue is about community and diversity, not merely about language.

The question arose as to how the commission would respond. Options included programmatic recommendations, policy recommendations or a combination of both. Carlos requested that the members develop a potential listing of strategies for how to address the language issue and send them to him via email. He indicated that he would like the responses after the Thanksgiving break. He will compile the list for consideration at future CEOD meetings. It was recommended that members go back to their constituent groups and others to get information.

Announcements

Ross shared posters for the upcoming program, Revelations, which is scheduled for December 1, 2006. Jean informed members of the new name for the Commission on Classified Staff Affairs.

Ben indicated that a Preliminary Report of the Diversity Strategic Plan was shared with the BOV, and CEOD Taskforce. The commission will play a vital role in the Diversity Monitoring Assessment System. Rick asked a question about the Taskforce on Race and the Institution and the members were updated as to the current status of the effort.

Meeting adjourned 11:25 a.m. and members re-convened in their respective taskforce groups.

Respectfully submitted,

Ray Plaza

Commission on Equal Opportunity and Diversity
Monday, December 4, 2006

Minutes

Present: Ross Edmonds, Deborah Morgan, Ann Kilkelly, Carlos Evia, Elisa Sotelino, Sue Ellen Crocker, Linda Woodard, Sam Camden, Antionette Stroter, Kris Tilley-Lubbs, Sheila Carter-Tod, Kevin McDonald, Valerie Hardcastle, Jack Davis, Guy Sims (for Zenobia Hikes), Rick Shingles, Kim Beisecker, Maxine Lyons, Ben Dixon, Zebib Bahta, Mike Taczak, Ray Plaza, Brad Klein, Pat Hyer, Jack Davis

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Aaren Salido, Patricia Smith, Ruth Grene

Guests: Jennie Reilly, Maggie Sloane, Jean Brickey

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos opened the meeting with an update on the language issue. He is meeting with Karen DePauw on December 11 to further discuss the issues that have been raised at commission meetings. If you have ideas or proposals please send them to Carlos prior to Monday so he can present them at this meeting. Two resolutions were presented to Dr. Dixon from both the Staff Senate and the Commission on Equal Opportunity and Diversity. Carlos shared some information on a case involving a doctoral student to illustrate that unfortunately the language issue continues to affect people in the university community. Bernice Hausman will come to speak to the CEOD in the spring in her role as the Ethics Chair for the Faculty Senate about ethical consequences for faculty who do not follow the Principles of Community. Ray shared that how/where students report cases like this (issues in the classroom) was a topic of conversation at the last Race and the Institution Task Force meeting last week. Kim suggested the importance that no matter who a student goes to, he/she should get full attention or directed to the appropriate person/office. One recommendation is the creation of a contact card with important numbers for all faculty and staff. Kim recommended that the university fill the position of Dean of Students and all cases can be directed to that office, as was the case when Barbara Pendergrass was here.

III. Task Force Reports

- A. Campus Climate – The focus for spring will be an evaluation of all the campus climate groups and how they interact. Ross has met with Dr. McNamee and he was pleased to hear about the one-year review of Safewatch along with other groups. They hope to have a report completed by the end of spring semester.
- B. Events and Programs – The group has been working on the Diversity Summit which is scheduled for January 19 at Owens Banquet Room from 2:00 – 5:00 p.m. The official email with the registration link should go out today or tomorrow.
- C. Multicultural Education – There was a two-part agenda which included gathering information and having presentations by faculty at the commission meetings to get a better sense of what is happening in the curriculum. This began with Terry Kershaw's presentation and will be followed by a presentation by Barbara Allen Smith in January. They have collected a lot of information and are processing that information to create a simple listing of what academic and other educational opportunities exist on campus. Another component of the task force is focused on the

diversity competency initiative. The proposal is actually before the Task Force on Race and the Institution.

- D. Diversity Strategic Plan – The goals have been split among the members for each to focus on and they hope to present a response in January on how the plan should be revised. In the spring there will be dialogue with the full commission as well as others in the community as part of the revision.
- E. Policies – They have been working on the categorization of diversity activities for the Faculty Activity Report. They hope to have their document ready for distribution in January.

Announcements

Information will be disseminated this week about MLK week in January. Kevin shared his concern regarding the discussion regarding the case that was presented early. It was determined that the commission should not discuss specific cases. Rather, the Office for Equal Opportunity will periodically update the commission on the broad themes that emerge from different cases that have come to the attention of their office.

The meeting was adjourned at 11:10 a.m. for task force work.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday January 22, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Ann Kilkelly, Carlos Evia, Sue Ellen Crocker, Linda Woodard, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Jack Davis, Guy Sims (for Zenobia Hikes), Mike Taczak, Ray Plaza, Linda Woodard, Ruth Grene

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Aaren Salido, Zebib Bahta, Maxine Lyons, Kim Beisecker, Valerie Hardcastle, Brad Klein, Pat Hyer, Rick Shingles, Antionette Stroter, Elisa Sotelino

Guests: Bernice Hausman, Jane Ann Williams

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos opened the meeting by sharing that the only thing the President asked him at the commission chairs meeting was the status of the diversity strategic plan. The revisions to the diversity strategic plan must be a priority for CEOD this semester. There is a taskforce working on this document, but it needs to become a priority for the entire commission. Ray shared that next Monday everyone will receive a copy of what the taskforce has put together so far. The goal is to present to the BOV in the summer. Before then, it needs to be vetted among various groups throughout the university community. The biggest issue is the measurement of the tasks. There needs to be an annual assessment as part of the revised plan which means there must be measurable tasks and realistic time frames. The new vice president will have an opportunity to review the revised plan and possibly provide some feedback/changes. It was requested that the document be shared prior to Monday's meeting so that members can review it ahead of time and be prepared for the discussion.

III. Questions from the Committee on Faculty Ethics

Bernice Hausman presented a document on behalf of the Committee on Faculty Ethics (CFE), a subcommittee of Faculty Senate. Faculty Senate asked for statement from CEOD and CFE about dealing with faculty behaviors that contravene the Principles of Community but don't violate university policies. CFE is appropriate body to deal with behaviors that are not covered by the Office for Equal Opportunity or other policies. The point was raised that Staff Senate will not deal with staff conduct issues and also some concern regarding how AP and special research faculty will be dealt with when they violate the principles since neither group is part of Faculty Senate. It was determined that there needs to be more time to rework the document, so it will be put on the agenda for the February 12 meeting and in the meantime, members are tasked with sharing the document with their respective constituent groups and sharing feedback and recommendations with Carlos. There was consensus about the need to ensure that it can be applied institutionally with consistency.

IV. MLK Celebrations

Ray shared that it was successful week but there were some continuing challenges since it was the first week of classes. There was approximately 1600-1700 for keynote speaker, Yolanda King. A number of individuals did not have an opportunity to attend in part because the confirmation of her as the keynote occurred so late. In response, there will be an encore showing of her presentation. The Community Breakfast was well attended with 260 participants. Service activities occurred throughout the week and staff were encouraged to use their community service hours by participating in the activities. There were

two MOSAIC interest sessions and about 125 at the literary event with Nikki Giovanni and Lerone Bennett. The forum with the Taskforce on Race and the Institution only had about 30 participants but there was some good conversation. The week concluded with the Diversity Summit. There will be some reflection meetings to determine what to plan for next year.

Ruth provided an overview of the Diversity Summit. There were three activities. The first was a myth and reality activity dealing with English language and its usage (grammatical and mainstream). The second was the "Classified" performance in which theatre students told stories of students from VT dealing with issues of diversity. It really moved the participants and was very powerful. Finally, participants played the World Trade Game which everyone seemed to enjoy. It was highly interactive. It was suggested that more time needs to be spent with pulling it together at the end. Additionally, there was a real need for trained facilitators. The identification and training of facilitators needs to happen in advance of the summit. It was suggested to do the facilitator training at a CEOD meeting. Members need to understand this is an expectation of their role.

V. Announcements

Ray shared that VP search applications close this week. The search committee meets next Monday and as of last week there were 55 applicants. The committee hopes to do on-campus interviews either right before or right after spring break. The Taskforce on Race and the Institution will release the interim progress report at the end of this week. The report is currently over 100 pages. Feedback will be gathered once it is released. The recommendations are preliminary at this time. There are interest sessions for the MOSAIC theme housing community and members will be sent a frequently asked questions document. The hope is to have 200 students by fall 2007. Instructors are needed for the class. Interested individuals should contact Alicia.

The meeting was adjourned at 11:15 a.m. for taskforce work.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday January 29, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Sue Ellen Crocker, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Guy Sims (for Zenobia Hikes), Mike Taczak, Ray Plaza, Elizabeth Gilboy (for Jack Davis), Elizabeth Sotelino, Jean Brickey (for Maxine Lyons), Brad Klein, Antionette Strotter, Kim Beisecker, Pat Hyer, Valerie Hardcastle

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Aaren Salido, Zebib Bahta, Rick Shingles, Ann Kilkelly, Linda Woodard, Ruth Grene

Guests: Tony Gambill, Jane Ann Williams, Sarah Wang

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos recommended members read the Roanoke Times article on Virginia Tech related to diversity in Sunday's paper.

III. University Leadership Development

Tony Gambill presented on the new supervisor/department head training they are developing. They have done research and identified the dimensions of management for successful leaders. These include: be self aware, manage expectations, coaching and feedback, the right fit, and motivate. The workshop focuses on these core elements and managers take a 360 assessment as part of the process. On the last page is an assessment related to commitment to VT's Core Values and Principles of Community. Some of the feedback from the pilot workshop was the need to better integrate those items within the survey. Tony asked that any members interested in working on this sign up and his office will arrange for a meeting time. The intent is not for performance appraisal, but managers are a leverage point. They have the most influence on the employees, so the university needs to find a way to reach the managers. They need to become aware of how they are perceived and educated on how to be better managers. They hope to do another pilot in three to four months. Kim will report back to CEOOD regarding the work of this group.

IV. Diversity Strategic Plan

Ray distributed a draft plan to members. The draft is focused on tasks and measures, but no deadlines have been determined yet. The five goals from the original plan remain but the tasks and measures have changed. There is a need to figure out baseline data in order to determine appropriate measures. There was considerable conversation and feedback on a number of issues resulting in some members suggesting that the document be rewritten and be condensed. There was consensus that we cannot do everything and therefore it might be better to prioritize and pick a couple of goals and tasks that are measurable. It was also suggested that it makes more sense to slow down the process especially given that the Taskforce on Race and the Institution will have a final report in April which will include the identification of necessary resources. Questions also arose regarding what we mean by diversity and what we want VT to look like in 2012. It was finally suggested that the taskforce on the diversity strategic plan take the feedback and rethink the process. Additionally, the commission will engage in a facilitation exercise at the February 12 meeting to address some of the questions raised. Finally, Valerie stressed the importance of

engaging the entire university community so that departments, colleges, and other units can determine how they will measure their respective tasks.

Announcements

February 5 is the African American Read-in at the Writing Center in Shanks Hall. Individuals can choose a piece to read or share from 10 a.m. – 3:30 p.m. This is a wonderful way to celebrate African American literature. Tomorrow from 4-6 p.m. is the QEP Town Hall Meeting in the Graduate Life Center. The purpose is to get feedback from the community. Early bird registration for the Scholarship of Diversity Conference is January 31, so please register now. May 2-3 is the Voices and Visions Conference in Richmond. February 24 CEUT and The Writing Center will have workshop on English language learners in the classroom. You can register and find more information at CEUT website.

The meeting was adjourned at 11:55 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday February 12, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Linda Woodard, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Guy Sims (for Zenobia Hikes), Mike Taczak, Ray Plaza, Ruth Grene, Elizabeth Sotelino, Jean Brickey (for Maxine Lyons), Brad Klein, Antionette Strotter, Valerie Hardcastle, Ann Kilkelly, Aaren Salido, Rick Shingles, Jack Davis, Pat Hyer

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Sue Ellen Crocker, Kim Beisecker

Guests: Tony Gambill, Jane Ann Williams, Sarah Wang, Bernice Hausman, Jonathan McCloud, Pat Burton

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos welcomed Bernice Hausman as a follow-up to her presentation on January 22. She distributed a revised draft of a document from the Committee on Faculty Ethics regarding ethical behavior and the Principles of Community. This draft has been reviewed by the Commission on Administrative and Faculty Affairs and Pat Hyer. The issue is that the Principles of Community are not actionable because they are not policy. Therefore, the draft emphasizes the Principles of Community are grounded in principles of ethical behavior. There were no changes recommended to the document. It will be presented to Faculty Senate tomorrow.

III. Employee Advisory Committee

Linda requested a CEO representative for the Employee Advisory Committee (EAC). This committee will create human resources policies for university staff. This new classification was formed as part of the restructuring act and includes anyone hired on or after July 1, 2006, as well as any classified staff that request a change to university staff status. They have conducted focus groups to gain feedback as this committee gets formed. It will be comprised of 20 staff, chairs of the commissions that work with employee personnel policies, a representative from the employee benefits committee and one from the CEO. Any faculty or staff member interested in serving should let Carlos know. There are several policy or program areas that will not be changed with the authority granted under the Restructuring Act. These include health insurance, retirement, staff grievance procedures, or workers compensation. The EAC will be probably in place for 1 to 1½ years with the earliest implementation in summer 2008. The committee will likely meet twice a month for 1½ to 2 hours. Classified staff will continue to be governed by state regulations and policies. The BOV will have to approve any policies created for university staff.

IV. Commission-Wide Activity

Members were divided into five groups. The first activity focused on the profile development and the second focused on indicators of a diverse campus climate in 2012. A comment was made regarding the lack of a mixed race category. After considerable discussion time within the groups, each group reported out on their discussions. Some common themes included: a top priority must be in shifting the demographics of our undergraduate population, the need to increase pipeline initiatives, increase recruitment and financial aid packages, additional support (academic and co-curricular) for minorities in the science and engineering, and better support for family oriented communities. Also there was concern about the categories since they do not capture everything in terms of diversity. Other feedback included

that Virginia Tech should exceed state and national percentages as a goal in all categories, programs should reflect multicultural thinking, and long term images of campus should reflect multicultural thinking. Additionally, the kind of research and who the university does research with should be broadened. It was suggested that a significant retirement cohort in 2012 will open opportunities. Some questions were also posed including: Should state figures be a target? What is the critical mass of the various groups? In addition to recommending a new student perception survey in 2007 and then in 2012, there are instruments on cultural competence that might be used in our assessment of programs. Finally, one group recommended that the student body should reflect the state in general and then the faculty should reflect that of the student body and knowledge of other cultures among students, faculty, and staff is critical to the creation of a positive community atmosphere. There were still questions about what diversity means and concerns about focusing on numbers since there is more to diversity than race and ethnicity. Broader demographic questions need to be asked. The revised diversity strategic plan should be more conceptually oriented and will have both process and outcome measures. The revised plan will be shared at one of the next two CEOD meetings.

V. Announcements

Belle Wheelan will be speaking on February 28 at 8:30 a.m. in the Multipurpose Room of the GLC as part of the School of Education's Research Symposium. Jonathan McCloud shared that VT International World Cup, an international soccer tournament with over 250 participants from over 50 countries, will occur again this year. There are currently 10 other universities sending teams to participate. Individuals interested in participating or departments interested in funding should contact Jonathan. Carlos shared that the search for the Vice President for Multicultural Affairs is underway and phone interviews are being conducted.

The meeting was adjourned at 12:05 p.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday February 26, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Linda Woodard, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Guy Sims (for Zenobia Hikes), Mike Taczak, Ray Plaza, Ruth Grene, Elizabeth Sotelino, Jean Brickey (for Maxine Lyons), Brad Klein, Antionette Strotter, Valerie Hardcastle, Ann Kilkelly, Aaren Salido, Rick Shingles, Pat Hyer, Sue Ellen Crocker

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Kim Beisecker, Jack Davis

Guests: Jane Ann Williams, Sarah Wang, Jennie Reilly, Jonathan McCloud, Pat Burton, Zenobia Hikes, Amy Adams

I. Call to Order

The agenda was revised and adopted. The meeting will begin with taskforce meetings after a presentation on the International World Cup Event.

II. Presentation on International World Cup Event

Jonathan McCloud and Holly Hatton presented a brief overview of their project, The World Cup. It was originally run by CISO but was virtually ignored by the VT community and there was not significant university support. They created a faculty study group through CEUT with the goal to look at learning that happens outside the classroom and create an event which would bridge the international and domestic communities. Last year a partnership was created with the VT Men's Soccer Team and a small tournament was held with 250 participants and 50 different countries represented. It has been expanded this year to include 10 other universities in the region. There is an educational component, a mini conference the Friday prior to the tournament. They would like to build some additional partnerships and hope that some members of the commission will support this global diversity event.

III. Taskforce Reports

a. Campus climate – This taskforce is in the process of conducting an evaluation of Safewatch. They will report to the commission in early April for feedback before sending report to Dr. McNamee.

b. Faculty activity report – Since the document for faculty is pretty complete, the taskforce is now looking at the staff evaluation and how the diversity component can be evaluated. Some of the examples for faculty will work for staff but in other areas more work is needed. The guide for reporting diversity accomplishments for the FAR has been posted on the Provost's website and was sent to the DDDH list today.

c. Academic programs – The taskforce will complete the series of presentations on various academic programs with Barbara Allen Smith from Women's Studies presenting on March 19. Their conversation focused on ways to enhance and expand the university diversity website.

d. Diversity strategic plan – They have reviewed some diversity plans from other universities and hope to share the draft revised plan after spring break with individual across campus with a

more focused conversation with stakeholders after commencement. The intent is to publicly unveil the revised diversity strategic plan in October.

IV. Chair Report

Carlos and Bernice went to Faculty Senate to present the joint statement. It was approved very quickly and was positively received. On March 19 Carlos will bring students who are working on revised website on religious holidays to the meeting to share what they have developed. Last week reference calls were made for four candidates who will be invited to campus for interviews as part of the search for the new vice president for multicultural affairs. The commission will be the first group to meet with the candidates. Candidates arrive in afternoon, tour Blacksburg, and have dinner with select members from the commission. Members interested in representing the CEOD at dinner with the candidates need to inform Carlos.

V. Principles of Community

Wednesday, March 14, is the 2nd anniversary of Principles of Community. Nothing major is planned other than the hope to unveil the matrix which identifies policies and how they relate to Principles of Community and mechanisms to file complaints.

VI. Developing a Definition of Diversity

Ray shared a handout with listings of how different universities have defined diversity. There was discussion about whether or not to list categories of differences and various opinions regarding what should be included in a definition. Ray will present a new draft definition after spring break.

VII. Announcements

The commission congratulated Pat Hyer on her being named a Fellow of the Association for Women in Science. Jane Ann reminded members that the Scholarship of Diversity Conference is scheduled for March 15-16.

The meeting was adjourned at 11:58 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, March 19, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Linda Woodard, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Ray Plaza, Ruth Grene, Jean Brickey (for Maxine Lyons), Tom Gorman (Antionette Strotter), Valerie Hardcastle, Ann Kilkelly, Rick Shingles, Sue Ellen Crocker, Elizabeth Gilboy (for Jack Davis), Guy Sims (for Zenobia Hikes)

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Kim Beisecker, Pat Hyer, Brad Klein, Mike Taczack, Elizabeth Sotelino, Aaren Salido

Guests: Jane Ann Williams, Sarah Wang, Jonathan McCloud, Pat Burton, Amy Adams

I. Call to Order

The agenda was adopted.

II. Chair Report

The first candidate for the vice president for multicultural affairs was here last week for a campus interview. Kenneth Durgans will be here this week. Please attend the open session on Thursday at 4:00 at The Inn. The podcast is available from the president's website for those unable to attend. Members interested in attending dinner with the candidate on Wednesday at 6:00 p.m. should respond to Carlos.

III. Presentation by Barbara Allen Smith

Barabara Allen Smith, director of Women's Studies, gave a brief presentation on her department. It is housed in interdisciplinary studies. They have two undergraduate minors and a graduate certificate program. She distributed a list of fall courses to demonstrate the breadth of studies offered. She shared their broad and integrative vision which looks at intersections of gender, race class, etc. There is a commitment to education of students and a university wide mission to address questions/issues around gender, race, inequality, etc. They are moving toward the creation of an undergraduate major and a master of arts degree. In order to establish a graduate program, they will need GA positions as well as more faculty, especially faculty of color. A question was raised on how graduate students access certificate program. Smith shared that it is mostly through word of mouth, but they are working on raising visibility.

IV. Revised Religious Holidays Webpage

The purpose of this page is to inform the university community at all levels about religious holidays, to educate for accommodations, and to maintain sense of diversity and equity when it comes to religion. Students from Carlos' class are contacting student organizations to get information from them and are also investigating what other institutions have in place. It will include dates and descriptions of holidays. The students will present at the meeting on April 2. Ray shared Jewish Life on Campus brochure which will be the template for other groups. The office also funded a research project for a major religious survey (beliefs and affiliations).

V. Feasibility of Making MLK a Faculty Holiday

A question was raised about the feasibility of making MLK Day a faculty holiday. It was suggested that we investigate what other universities are doing. There was some concern voiced that if Virginia Tech was closed, the then we likely would not get a high rate of participation in

programming events on campus. The BOV would have to approve the institution closing. One of the graduate assistants from OMA will research this and report back at the next meeting.

VI. Open Seats for 2007-08

The call should go out at the end of this week for at-large seats and applications available through a website. Individuals will ideally be identified in early April to fill one at-large seat for CEOD and the two at-large seats for University Council.

VII. Announcements

Ray distributed the draft of the four proposed goals for the revised diversity strategic plan. A website is being developed to get feedback. This has been shared with college diversity committees. There will be a one-day intensive workshop in May to work on the revised diversity strategic plan. One concern raised was the lack of mention of academic programs. The monitoring of the university and diversity strategic plans will be the same. It was requested that recommendations on wording and strategies be shared with members of the task force.

The application process is now available for students interested in being a part of MOSAIC. A new website should be out by the end of the week. Please encourage students to apply. There are 200 spaces and Ray is confident they will be filled. If members are interested in teaching a section, please contact Alicia. They are working to be sure it counts for an Area 2 or 7 for students in all colleges.

The 7th Black Alumni Reunion was this past weekend. It was an extremely positive event.

The meeting was adjourned so that taskforces could meet.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, April 16, 2007

Minutes

Present: Ross Edmonds, Carlos Evia, Sam Camden, Sheila Carter-Tod, Mike Taczak, Ray Plaza, Ruth Grene, Elizabeth Sotelino, Brad Klein, Ann Kilkelly, Pat Hyer, Sue Ellen Crocker, Maggie Sloane (for Kevin McDonald), Rick Shingles

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Kim Beisecker, Patricia Smith, Aaren Salido, Linda Woodard, Maxine Lyons, Guy Sims

Guests: Sarah Wang

I. Call to Order

The agenda was adopted.

II. Chair Report

The search committee for the vice president for multicultural affairs is meeting on Wednesday. Carlos encouraged members to give him feedback on the strengths and weaknesses of the candidates.

III. Report from the Policies Taskforce

There is a section of the performance plan for staff that includes diversity. The taskforce is trying to define specific indicators for use in the section similar to what was provided for the faculty activity report. There is a draft of ideas of how staff can get involved in diversity activities. The taskforce would like the backing of CEOD before moving on to the Commission on Staff Policies and Affairs. The hope is to have it implemented for next year's evaluation. The draft will be sent to members to review before the April 30 meeting.

IV. Report from the Campus Climate Taskforce

Ross provided an overview of the draft report that was sent to members last week. There has been a misperception that Safewatch is only for students since it reports through the division of student affairs. There is also confusion with regards to the name. They have looked at some other universities to see what they do in response to these issues. Another recommendation is that it should be a significant part of someone's job description. Only two of the six strategies proposed were addressed. If the program is going to be effective, it needs to be mentioned along with the Principles of Community to elevate the education and awareness of the program. Carlos recommended an executive summary be added to the report. It would also be helpful to see a synopsis of the number of reports that were submitted and those could be included as an appendix.

V. Selection of Slate for At-Large Members

Ray and Ruth reviewed over 21 applications for the at-large positions and identified a slate for the commission to review. A motion was made to accept the slate as presented. It was seconded and approved.

The meeting was adjourned due to the tragedy on campus.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission

Commission on Equal Opportunity and Diversity
Monday, April 2, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Sam Camden, Sheila Carter-Tod, Mike Taczak, Ray Plaza, Ruth Grene, Elizabeth Sotelino, Brad Klein, Ann Kilkelly, Pat Hyer, Sue Ellen Crocker, Elizabeth Gilboy (for Jack Davis), Antionette Strotter, Maggie Sloane (for Kevin McDonald), Elisa Sotelino

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Kim Beisecker, Patricia Smith, Aaren Salido, Rick Shingles, Linda Woodard, Maxine Lyons, Guy Sims

Guests: Jane Ann Williams, Sarah Wang, Pat Burton, Amy Adams, Paul Heilker, Jennie Reilly, Rheanne Eldridge

I. Call to Order

The agenda was adopted.

II. Chair Report

Carlos reminded members that the last candidate for the vice president for multicultural affairs will be interviewing this week. If members are interested in having dinner with the candidate Wednesday evening, please let Carlos know. It was suggested that a brief discussion of the four candidates occur at the April 16 meeting.

III. Update on the Revised Religious Holidays Website

Rheanne Eldridge shared that the goal is to revamp the current website to meet the needs of students, faculty and staff. The students have created a survey and will mail it to each of the religious organization (there are 57). They have requested that organizations send holidays they want recognized and background on them. So far they have gotten a few responses. They are also investigating what other universities have available. Once the site is complete, it will be shared widely. Their goal is to be finished by May 1. Brad recommended there be a link for feedback on the site.

IV. Paul Heilker Presentation

Paul Heilker presented information on autism. One in 150 people is recognized as having autism by the Center for Disease Control. He is working to raise awareness to the issues of autistic people. There are often concerns because they do not socialize like others. Yet socialization and language skills are important so he raised the question of how to create a climate where they can be accepted. Some have opted to call people with autism neurodiverse. Neurodiversity is being invoked as a political term. They do not see themselves listed in the Principles of Community because they do not consider themselves as people with disabilities. He has visited with the English Diversity Community and Services for Students with Disabilities. He has plans to meet with individuals in the ADA office. Jennie Reilly shared that right now there are five students diagnosed with Asperger's Syndrome. The Employee Resource Center has a number of books and a video on autism available for people to check out. Pat Burton suggested numbers at Virginia Tech are higher than one in 150. Next week is disability awareness week.

V. Report on research on policies supporting the Principles of Community

Ray shared a handout developed by representatives from Equal Opportunity, Human Resources, the Provost's Office, and others. This was shared at the BOV meeting last week. The question raised was now that this document is available, how do we make the community aware? This will be an ongoing conversation. Jennie asked that Policy 4075 be added. There is a need to target specific populations in

very direct ways. Debbi suggested linking this document to Safewatch. Given the conversations about education and training, there could be an on-line training module focused on policy support and accountability for the VT Principles of Community.

VI. Report on the Diversity Requirement Resolution

Mike Taczak distributed copies of a resolution on a diversity requirement that was passed unanimously on March 13 by the SGA House and Senate. It is now going to second reading at CSA. They are also conducting a survey to identify courses and professors which have successfully incorporated a central focus on diversity and multicultural perspectives. This information will be used in the ongoing review and revision of the Curriculum for Liberal Education.

VII. CEOD Representative to the Employee Advisory Committee

Maxine Lyons has volunteered to be the CEOD representative to the Employee Advisory Committee.

The meeting was adjourned at 11:30 a.m. to allow for taskforce meetings.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission