

**Commission on Equal Opportunity and Diversity
Monday, February 15, 2010 – Graduate Life Center – Room B
Meeting Minutes**

Present: Craig Brians, Jean Brickey, Ross Edmonds, Pat Hyer (represented by Ellen Plummer), Hal Irvin, Anna LoMascolo, Michelle McLeese, Bhanu Peddi, Ray Plaza, Keisha Riley, Karen Eley Sanders, Guy Sims, Maggie Sloane, Jim Snyder, Mikhelle Taylor, Ray Williams

Absent: Kim Beisecker (with notice), Virgilio Centeno, Paul Deyerle, Shivani Handa, Bruce Hayden, Stevan Jackson, Aditya Johri, Meghan Kuhn (with notice), Maxine Lyons (with notice), Daphne Rainey-Wittich, Chris Ramos, Melissa Simpkins, Christine Snider, Amy Sorenson, Ethan Wechtaluk, Dennis Welch (with notice)

Guests: Janice McBee, Karisa Moore, Virginia Reilly, Anna Slate

I. Call to Order

Guy Sims, Chair of CEOD, called the meeting to order at 10:04 a.m.

II. Approval of Minutes

The minutes from the February 1st meeting were approved.

III. Organizational Climate Survey Results – Hal Irvin

Hal presented on the results of the Campus Climate Survey distributed to non-teaching faculty and to staff. Hal provided particular focus on aspects of the survey that dealt with perceptions related to diversity at the university.

Key findings from the survey shed light on perceptions of communication within the university, performance accountability of employees, interpersonal relationships with co-workers, and perceptions of university leadership. Additionally, Hal presented on the key themes related to diversity and on the demographic characteristics of the respondents. Hal reported many positive findings towards awareness and appreciation for the Principles of Community.

Discussion on Hal's presentation included several topics. The need for greater opportunities to reward good workers was highlighted. Other comments focused on the differentiation of responses between various groups and on understanding the background and context of the respondents and how that can influence perceptions represented on the survey.

The assessment scales used in the survey were also discussed. Hal indicated an intention to compare this data to the findings of the Advance surveys, which influenced the decision to employ the scales utilized for this survey.

IV. Discussion on Diversity Strategic Plan and University Equity and Inclusion Efforts – Karen Eley Sanders

Ellen and Karen updated the Commission on the edits to the Diversity Strategic Plan which will be presented to the BOV in March. Ellen reported that the BOV is interested in a variety of ways to advance diversity within the BOV and that diversity-related topics are discussed frequently in the Academic Affairs Committee. Ultimately, the Diversity Strategic Plan will be developed to be concert with the University Strategic Plan and key goals from that DSP will be reviewed in 2011 to determine university progress on the key focus areas of the plan.

Karen reported on upcoming changes to the Office for Equity and Inclusion which will involve the Equity Initiatives, Compliance and Conflict Resolution Area, and ADA Services area to be moved within Human Resources. Karen reported that as the Office for Equity and Inclusion moves forward in facilitating progress related to diversity at the university that she will look to the CEOD to play a greater role in reviewing progress on our Diversity Strategic Plan. Additionally, Karen would like to have a greater conversation on the role CEOD within the university. Karen will also continue to update the commission on the implementation team efforts.

V. Old Business

No old business was reported.

VI. New Business/Announcements

Guy provided detail on a Rice and Beans meal to benefit relief efforts in Haiti was announced. Guy announced that the search committee for the Vice President for Equity and Inclusion was being set up.

Michele encouraged people to attend the upcoming CSA meetings.

Ray Williams announced Dr. Roosevelt Thomas, a nationally-known speaker on diversity, will be hosted by Multicultural Program Services on April 28th in conjunction with New River Valley Community Services.

Meeting was adjourned at 11:49 a.m.

Respectfully Submitted,

Perry D. Martin
Secretary to the Commission on Equal Opportunity and Diversity