

**Commission on Equal Opportunity and Diversity
Monday, May 3rd – Graduate Life Center – Room B
Meeting Minutes**

Present: Kim Beisecker, Craig Brians, Jean Brickey, Ross Edmonds, Pat Hyer (represented by Ellen Plummer), Hal Irvin, Meghan Kuhn, Anna LoMascolo, Maxine Lyons, Michelle McLeese, Sue Ott Rowlands (represented by Fred Piercy), Ray Plaza, Keisha Riley, Karen Eley Sanders, Guy Sims, Maggie Sloane, Jim Snyder, Mikhelle Taylor, Ray Williams

Absent: Virgilio Centeno, Paul Deyerle, Shivani Handa, Bruce Hayden, Stevan Jackson, Aditya Johri, Brad Klein, Bhanu Peddi, Daphne Rainey-Wittich, Chris Ramos, Melissa Simpkins, Christine Snider, Amy Sorenson, Ethan Wechtaluk, Dennis Welch

Guests: Brianna Kauhane, Marilyn King, Lee Lovelace, Natalie Hart, Jennie Reilly, Tyrone Jean

I. Call to Order

Guy Sims, Chair of CEOD, called the meeting to order at 10:06 a.m.

II. Approval of Minutes

The minutes from the April 19th meeting were approved.

III. Overview of the University Awards Process – Brianna Kauhane

Brianna Kauhane provided an overview of the university awards process in preparation for the awarding of campus-wide diversity awards in 2011. Brianna discussed the various departments that can assist in the process and what factors should be considered as these awards are being planned.

IV. Committee on Equal Opportunity in Athletics Annual Report – Natalie Hart

Natalie Hart presented on diversity efforts in the athletic department as part of the NCAA Certification Process. Natalie reported that the Athletic Department's diversity plans are overseen by a committee that includes a broad spectrum of individuals. The Athletic Department has received input from various groups. Among the new initiatives that the Athletic Department is looking to implement are yearly exit surveys of student attitudes. In feedback on the report which was circulated to CEOD members, Ellen encouraged the Athletic Department to consider implementing diversity trainings from a variety of sources beyond the NCBI trainings that was listed in the report. Maggie suggested working with the Equity and Access in Human Resources to schedule workshops.

V. Discussion on Access Topics at Virginia Tech – Mildred Johnson – Karen Eley Sanders

Mildred Johnson, Director of Undergraduate Admissions discussed various topics related to access to higher education for traditionally under-represented groups. First Mildred reported on recent changes to reporting guidelines for under-represented groups. The numbers of students who list two or more races has nearly doubled over the last year. This can impact racial demographic trends as they are tracked. Mildred reported that there continues to be high interest in the Corps of Cadets. Transfer applications continue to rise.

Karen reported on heavy emphasis on pipeline efforts in various areas of the university. Pre-college efforts which often begin targeting potential students in middle school are designed to help potential students to make early connections to Virginia Tech and to advise and where possible assist with various aspects of college planning and academic development.

Marilyn King highlighted strategies for the Presidential Campus Enrichment Grant program which is designed to provide some support mechanisms to students who seek to further their understandings of diversity.

Mikhelle Taylor discussed ongoing efforts to offer college-prep support to potential students through the Virginia Indians Pre-College Initiative. Mikhelle also introduced Lee Lovelace who will be representing the American Indian Studies program on CEOD in 2010-2011.

Further discussion centered on the criteria and standards used in considering student admissions.

VI. Old Business: Update on Policy 1025. Maggie reported that University Council had voted to accept revisions to Policy 1025. These revisions will go to the Board of Visitors in June for approval.

VII. New Business/Announcements. Discussion was held on the need for a Vice Chair for the Commission for the upcoming year. It was determined that an election of a Vice Chair would wait until the Fall Semester to allow new commission members to come on board and to be considered. Ross provided some feedback on the Diversity Summit. Karen read a letter from Dr. McNamee on his desire to see the Commission play a key role in advancing the Diversity Strategic Plan at the university.

Ray provided announced dates and times for upcoming culturally-focused graduation ceremonies.

Michelle encouraged continued dialogue with the Collegiate Times regarding issues related to campus climate.

Jennie Reilly was recognized for her service to Virginia Tech. The contribution of outgoing CEOD members to the commission was also recognized and Chairman Sims thanked them for their service.

Meeting was adjourned at 12:00p.m.

Respectfully Submitted,

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