

Minutes from President's Diversity Council meeting

9/25/2012, 1:00pm - 2:00pm

In attendance:

President Duane Nellis, Carmen Suarez (HRAI), Andrew Turner (WWAMI), Amy Ross (HRAI), Olivia Balemba (NSBE), Samantha Hansen (ASUI), Matt Wappett (COHD), Eddy Ruiz (OMA), Guilherme Costa (OGC), Julia Keleher (LGBTQA Office), Cori Planagan (Dean of Students), Rula Awwad-Rafferty (Art&Architecture), Elissa Keim (PDL), Mario Reyes (CBE), Susan Bender (IPO), Marilyn Pope (CAMP), Yolanda Bisbee (CAMP), Mo Hendrickson (HRAI), Michael Highfill (Bridge Idaho), Stacey Smith (Bridge Idaho), Heather Shea Gasser (Women's Center), Triratna Shrestha (GPSA), Greg Moller (STS), Jeani Levinski (Financial Aid), Anne Marshall (Architecture), Jane Baillargeon (IR & Assessment), Gloria Jensen (DSS), Steve Beyerlein (ME), John Mihelich (Soc/Anth), Raymond Dixon (Curriculum and Instruction)

By phone: Maxine Dakins (Idaho Falls)

Reports:

Introductory Remarks -- President Nellis

- Making progress with diversity.
 - Working to develop a diverse student body, staff, and faculty.
 - Creating a community of respect.
- Developing leadership with respect to diversity.
 - Provide an example to the rest of the state.
 - Act as a model for other educational institutions in the region and nationally.
- An institutional and also personal priority for the President.
- Diversity goals
 - Andrew Turner and team thanked for working on the content of the diversity link and working with the web site group.
 - Important to have presence of diversity on front page.
 - Expanding civility statement. The current civility statement for syllabi was approved by the President and the faculty senate and the senate leadership requested that the PDV work on a campus wide statement that could be reviewed.
 - Recruiting efforts and search committee trainings and handbook expected to be developed this year to encourage robust searches with diverse pools of candidates.
 - Including both faculty and staff.
 - Retention efforts
 - Last year was the first Provost Round Table with tenure track faculty of color--- expect this to continue.
- Everyone should feel supported in making progress on diversity – by the institution and each other.

Diversity Web Presence – Andrew Turner presented a slide show about improvements

- 4 focus groups were conducted with diverse students/faculty/staff
 - Native American group (10 members)
 - Women's group (9 members)
 - Unity (multicultural) group (9 members)
 - LGBTQA group (9 members)

- Conducted on-line survey for additional representation (veterans, disability services, alumni, etc.) – 18 completed
- Conducted 5 individual interviews with CORE and library faculty on website resources
- Data collected, analyzed, and recommendations developed over summer for UI web development team
- Expected revisions to diversity website during fall 2012- spring 2013.
- Results/recommendations:
 - Make homepage more welcoming; e.g., brief letter from President Nellis, with photo of interaction with diverse students/faculty
 - Suggest two, separate side bars with active links:
 - Left side: Student Support (centers, programs, support offices, financial aid, etc.)
 - Right side: Academic Programs (diversity majors, minors, CORE, library resources, etc.)
 - Add a Diversity Calendar and Events link; there should also be a sub-link on the UI Calendar & Events to the diversity calendar.
 - On student support side bar, include links for veterans, non-traditional students, Safe Zone, and Disability Services
 - Change photo for the President’s Diversity Council (group interaction photo) and photo on workshops, seminars, and training (perhaps one of an animated trainer)
 - Need a link to donate to programs, perhaps under the left side bar – student support
 - Need a link to financial aid and scholarships particular to diverse students
 - Need link on the academic sidebar to the American Language & Culture Program (ALCP - ESL) since many non-English speakers recognize ESL but not ALCP
- Next steps:
 - Meeting with website design team
 - Prioritizing and drafting content from PDC
 - Identifying ongoing website staff to maintain and update site regularly
- Carmen mentioned that Amy Ross will be administratively responsible for maintaining and updating the website content.

Group Assignments

- Council members were reminded of or assigned to Diversity Committees.
- Committees then met to discuss plans to move forward.

Submitted by Amy Ross, Tuesday, October 2nd, 2012