UNCW Diversity Council Minutes
March 28, 2012
Alderman Hall 215

Attendance

Present: Dr. Thomas Barth, Dr. Kathleen Berkeley, Dr. Janie Canty-Mitchell, Dr. Terrance Curran, Ms. Fernandez-Villa, Ms. Mary Gornto, Dr. Jose Hernandez (ex-officio), Mr. Rob Hoon, Dr. Andy Jackson, Ms. JoAnn McDowell, Ms. Lori Preiss, Ms. Cheryl Sutton, Dr. Margaret Turner and Dr. Brian Victor

Excused: Mr. Max Allen (ex-officio), Dr. Cathy Barlow (ex-officio), Mr. Tommy Guinn, Mr. Quinten Johnson, Mr. Charles Maimone, Ms. Lindsay McDaniel, Dr. Ann Potts and Dr. Stephanie Smith.

Call to Order

The meeting was called to order at 1:05 p.m. by Dr. Andy Jackson.

Welcome

Dr. Jackson welcomed the members and turned the meeting over to Dr. Jose Hernandez to discuss the following agenda items …

1. Reorganization
2. College of Health and Human Services (CHHS) Globalization, Culture and Diversity Committee
3. Diversity Conference

Reorganization

Dr. Hernandez reviewed the draft table of organization. The Office of Institutional Diversity and Inclusion (OIDI) reorganized focusing on the three centers (Centro Hispano, Upperman African American Cultural Center and Women's Studies and Resource Center). Organizational changes include …

1. Supervisory reporting for the LGBTQIA Resource Office to the Women’s Studies and Resource Center (WSRC).
   a. The LGBTQIA Resource Office retains its operating budget.
   b. The LGBTQIA Resource Office retains its coordinator position.
   c. The LGBTQIA Resource Office coordinator is to assist the WSRC with programming, strengthening the existing collaborative programming initiatives.
   d. The LGBTQIA Resource Office retains its current, yet temporary office location inside the Upperman African American Cultural Center (UAACC).
      i. Initial plan was to move the location of the LGBTQIA Resource Office adjacent to the WSRC in Randall Library.
      ii. Students voiced their concerns about the relocation and OIDI responded by holding a meeting with students and the Provost. Based on their concerns, OIDI decided to temporarily suspend the relocation until a more suitable space could be identified and secured. OIDI invited students to participate in discussions to determine the type of space that would be ideal for LGBTQIA Resource Office relocation.

2. WSRC transitions to the Women's and Gender Studies Center. This change is in concert with the development of the Gender Studies post graduate certificate program. The WSRC retains the administrative associate position which now supports the LGBTQIA Resource Office coordinator and programs.

3. Centro Hispano’s administrative associate position is being studied for reclassification to coordinator. This position is more in line with the work that the administrative associate has been performing and allows the center to grow its programs and services to meet the growing demographic.
4. UAACC’s administrative specialist position is reassigned to the OIDI, reporting directly to the associate provost. With this reporting line change, this position supports all the financial activities of OIDI.

5. The coordinator position for Multicultural Affairs transitions into the coordinator for Diversity and Inclusion which expands programming responsibilities to include continual support of the Asian, Native American and multicultural students while adding campus-wide diversity training and special initiatives of the Associate Provost.

Discussion

Several Council members voiced concerns about how the decision to relocate the LGBTQIA Resource Office to the library and supervisory reporting to WSRC.

Why was the decision made at this time?

Given the budget realities and continued demand for services, OIDI management believes operational efficiencies can be realized immediately with the reorganization. Since there are no budgetary or programmatic implications from the reorganization, there is no need to wait until the end of the semester or fiscal year.

Why the Diversity Council and/or the WSRC Advisory Board were not consulted?

The Diversity Council wasn’t consulted because the reorganization of the LGBTQIA Resource Office and its supervisory reporting line is a management function and has no impact on programming or service delivery.

The WSRC Center Advisory Board was not consulted about the LGBTQIA Resource Office for the same reason. The advisory board wasn’t consulted about the transition to Women’s and Gender Studies Center because it was considered a logical migration given the development of the post graduate certificate and the continuous discussion of the WSRC director to broaden the scope of the WSRC since her hire.

Dr. Brain Victor asked that consideration be given to the fact that LGBTQIA is not all gender studies.

OIDI management stated that the reorganization was not influenced by external factors. It is the intention to keep the center’s inclusive but differentiated.

CHHS Globalization, Culture and Diversity Committee

Dr. Hernandez shared with the council that he is serving on the newly formed committee at the request for Dean Hardy. He shared workshops that the committee has developed in partnership with OIDI and other offices across campus.

1. Cross Cultural Competency in Health Care Delivery, March 30
2. Tools for Health Arts Integration, April 27 – 28

Diversity Conference

Dr. Hernandez updated on the committee that Dr. Benjamin Reese, vice president and chief diversity officer for Duke University and president of the National Association of Diversity Officers in Higher Education has been secured as the keynote speaker. He also discussed the faculty and student panels.

Adjourn

Dr. Andy Jackson adjourned the meeting at 2 p.m.