Attendance

*Present:* Dr. John Bennett, Dr. Kathleen Berkeley, Ms. Stephanie Cohen (guest), Dr. Terry Curran, Dr. Jose Hernandez (ex-officio), Dr. Michele Parker, Ms. Daniella Polich, Dr. Ann Potts, Ms. Cheryl Sutton and Dr. Brian Victor

*Excused:* Mr. Max Allen (ex-officio), Dr. Denise Battles (ex-officio), Dr. Kathy Browder, Ms. Jennifer Fernandez-Villa, Mr. Rob Hoon, Dr. Andy Jackson, Ms. JoAnn McDowell, Ms. Caro Pelhan, Ms. Lori Preiss, Dr. Stephanie Smith, Mr. Isaiah Surles and Dr. Margaret Turner

Call to Order

The work session was called to order at 3:10 p.m. by Dr. Ann Potts.

Welcome

Dr. Potts welcomed the members and guest to the meeting and asked that everyone introduce themselves.

Campus Climate Survey

Dr. Jose Hernandez and Ms. Stephanie Cohen, associate director, Institutional Research and Assessment presented an overview of the 2011 Campus Climate Survey to provide a context of how the faculty, staff and students report their experiences and perceptions of campus. Each Council member was provided an electronic copy of the PowerPoint and the Office of Institutional Diversity and Inclusion has copies of the report and data tables on file.

Several Council members asked questions related to significant statistical change from the 2006 survey. Ms. Cohen offered to address specific questions and asked members to email them to her directly at cohens@uncw.edu.

Charge of the Diversity Council

Dr. Potts discusses the changing role of the Council from an advisory group to a working group that would provide two to three measurable outcomes to the Chancellor at the end of the spring semester. Dr. Hernandez discussed how the Council functioned in the past as an advisory group and shared information on how the strategic goal of diversity is discharged to several intra-divisional offices.

Members began discussing different issues/topics for consideration for the Council to review and provide feedback before the end of the spring semester. The themed that emerged centered around retention of faculty, staff and students. Although different units across campus are responsible for retention efforts, the group felt that it could help by focusing on working with these units to provide plans, identify resources and develop modules.

Using retention as a theme, the group discussed how to implement mentoring programs, how to collect data regarding the types of training available at the college/school/division level and how to assess information from faculty exit interviews.

Another work session will be called in early January 2013.

Adjourn

Dr. Potts adjourned the work session at 5:15 p.m.