UNCW Diversity Council Minutes  
January 25, 2012  
Long Leaf Pine Room  
Fisher University Union  

Attendance  

Present: Mr. Max Allen (ex-officio), Dr. Cathy Barlow (ex-officio), Dr. Thomas Barth, Dr. Kathleen Berkeley, Dr. Janie Canty-Mitchell, Ms. Fernadez-Villa, Ms. Mary Gornto, Mr. Tommy Guinn, Dr. Jose Hernandez (ex-officio), Mr. Rob Hoon, Dr. Andy Jackson, Mr. Quinten Johnson, Mr. Charles Maimone, Ms. Lindsay McDaniel, Dr. Ann Potts, Ms. Lori Preiss, Ms. Margaret Turner and Dr. Brian Victor  

Excused: Dr. Terrance Curran, Ms. JoAnn McDowell and Ms. Cheryl Sutton  

Guest: Dr. Gary Miller  

Call to Order  

The meeting was called to order at 11:05 a.m. by Dr. Jose Hernandez. He stated the purpose of the Council  

1. Foster a campus climate of inclusion,  
2. Support initiatives that will advance university diversity goals,  
3. Address specific concerns advanced by diversity advocates, and  
4. Advocate for diversity initiatives and enhance dissemination of diversity-related initiatives;  

and clarified Council member’s role  

1. Provide reflection and discussion for diversity goals/objectives at the institutional, college and divisional level,  
2. Review processes and outcomes related to achieving goals/objectives in all levels, and  
3. Make appropriate recommendations based on these responsibilities.  

Welcome  

Dr. Andy Jackson welcomed the Council.  

Introduction  

Committee members and guest made introduction.  

Remarks  

Chancellor Miller addressed the council and discussed his experiences with similar councils at other campuses where he served in leadership positions. He discussed two themes that he felt impacted the growth and development of diversity and inclusion at both the University of Mississippi (Ole Miss) and University of the Pacific: 1) enrollment that reflected the community in which the institution resided, and 2) leveraging diversity to enhance programs. At Ole Miss, whose African American student population was 3% when he arrived, there was an intentional effort to increase African American and Hispanic student enrollments so they reflected the
community’s demographic of 33%. At University of the Pacific, the student population was diverse as the community demographic.

Chancellor Miller charged the Council to assist the Office of Institutional Diversity and Inclusion (OIDI) in meeting its stated goals to have UNCW’s student, faculty and staff populations reflect the demographics of the region and to use diversity to make UNCW a better university. Chancellor Miller stated diversity is a strong value for UNCW to have and that values must come first in transformational times. He encouraged the Council to make recommendations on how to UNCW and the student’s experience similar to the diverse world they are entering.

Reports

Dr. Hernandez gave the following reports.

Goals and Objectives

OIDI has five goals (see below) with 52 objectives.

1) Support the university’s welcoming and inclusive campus culture and climate (climate),
2) Enhance diversity and inclusion best practices campus wide (leadership),
3) Sustain intentional initiatives that create a powerful learning experience and student development (excellence),
4) Increase the enrollment, retention and success of historically underrepresented and/or underserved students and diverse students (access), and
5) Increase the recruitment of diverse faculty and staff (representation)

In the 2011-12 academic year, UNCW experienced a 20% increase in minority applicants which led to a total of 16.8% of students being classified as diverse. The preliminary enrollment numbers show that UNCW is on target for achieving the same level of diverse applicants for the 2012-13 academic year. African American students continue to show the smallest gains. OIDI through the Upperman African American Cultural Center and Centro Hispano sends hand-written, personal notes from current students to applicants encouraging them to choose UNCW.

Usage

OIDI began tracking the number of students who are using the Upperman African American Center, Centro Hispano, Women’s Resource and Studies Center, Office of Multicultural Affairs and the LGBTQIA Resource Office in November. To date, an average of 60 students per day are utilizing the services of these offices.

Academics

OIDI is working with Dr. Stephanie Smith, executive in residence at the Cameron School of Business to follow the progress and identify barriers and solutions for students who identify as business majors, students who apply to Cameron and students who do not matriculate.

The University Studies diversity requirement is being evaluated to measure effectiveness in teaching objectives. This evaluation is now in a scheduled, recurring cycle and will be fully implemented in the 2012-13 academic year.

Four of five OIDI directors and coordinators are teaching academic classes for the spring semester. They include SEC 511: ESL Concepts for Secondary Teachers (Watson School of
Education/Edel Segovia, director, Centro Hispano), FRH 385/485: Concepts in French Cinema (College of Arts and Sciences/Michelle Scatton-Tessier, director, Women's Resource and Studies Center); WMS 210: Introduction to Women's Studies (College of Arts and Sciences/Amy Schlag, coordinator, LGBTQIA Resource Office) and AFN 130: Introduction to Africana Studies (College of Arts and Sciences/Todd McFadden, director, Upperman African American Cultural Center).

Students

OIDI was given $5,000 from University Advancement to distribute up to five $1000 awards to students who submitted an essay on how they have engaged in furthering the university’s diversity and inclusion goals. Applicants were determined based on their essay, GPA (3.0 or higher) and financial need. Twenty-four students competed for these funds.

OIDI Centers and Offices continue to develop and deliver a wide spectrum of programs in these challenging economic times.

OIDI Centers and Offices are working closely with the Multicultural Student Organizations Office in Campus Life (Student Affairs).

Climate

The Provost has asked each Dean to develop an individualized diversity plan for their college or school. OIDI will work with the remaining academic units and other divisions to continue this best practice.

Workforce

OIDI has been working with Human Resources to recruit faculty to UNCW by funding position announcements in journals and other communications which focus on diversity and inclusion as well as meeting with search committees to discuss how to recruit diverse candidates, dispel myths and address other issues.

Sub-Committees

OIDI will distribute an email stating the charge for each sub-committee and requesting Council members to select which sub-committee(s) they would like to serve.:  

1) Academic and Scholarship (excellence) – Dr. Ann Potts, chair
   • Integration of diversity in coursework; university studies/QEP
   • Global Perspectives Initiative learning community ( Admissions/UC)

   The committee will review current efforts and data related to the issues listed above and make recommendations.

2) Student Diversity Issues (access) – Dr. Stephanie Smith, chair
   • Student diversity enrollment (EPM)
   • Student diversity success (retention and graduation) Colleges, Student Affairs, University College; advising, mentoring, high engagement practices, etc.
The committee will review data and current efforts and make recommendations.

3) Workforce Diversity Issues (representation) – Ms. Lori Preiss, chair
- Faculty and staff diversity; searches, advertising, etc. (Colleges/Divisions/HR/AARM)
- Recruitment and retention of diverse faculty (mentoring/CTE)
- Diversity training (OIDI & HR), new staff (NEO) administrators (LEAD)

The committee will review current efforts and data related to these areas and make suggestions to the council.

4) Diversity Conference – Dr. Jose Hernandez, chair

The committee will provide guidance for the diversity conference, including program content and design; Assist in the evaluation of the conference and provide feedback.

Additional duties will be assigned as the conference develops.

Other

Dr. Hernandez was a part of the planning committee and a presenter at the North Carolina Diversity and Inclusion Partners conference in December. OIDI will host the group’s spring meeting in April.

New Business

OIDI will be disseminating the Campus Climate Survey findings.

OIDI will be planning a Diversity Conference for campus member in early April.

Old Business

No old business was addressed.

Adjourn

Dr. Andy Jackson adjourned the meeting at 12:15 p.m.