



# MINUTES

## Diversity & Inclusion Advisory Committee

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11/24/2020 8:00 AM | *Meeting called to order by* Dr. Cynthia Thomas & Sheila Hudson

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### In Attendance

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Dr. Paul Coreil, Dr. John Rowan, Dr. Abbey Bain, Dr. Haywood Joiner, Dr. Shonu Nangia, Dr. Cynthia Thomas, Deron Thaxton, Sheila Hudson, Daniel Manuel, Monica Aguilera, Destiny Harrison, Chancey Slider

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### Dr. Cynthia Thomas & Sheila Hudson called the meeting to order at 8:00 AM

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#### **Director of Diversity, Equity, Inclusion Position**

The position has been advertised and a search committee has been created. Members of the committee who have been contacted are Dr. Cynthia Thomas, Dr. Abbey Bain, Dr. Tanya Lueder, Daniel Manuel, LaMona Wallace, Destiny Harrison, and we are planning to add one additional student. Daniel Manuel will serve as the Chair of the search committee. So far, we have received twelve applications. The position will be posted for about 45 days and the search committee will begin the bulk of work in mid-January to review applications. The timeline will be left up to the committee and is hard to predict depending on time needed for screening processes and the number of candidates that apply. The committee members requested that every application be looked at instead of some being screened out through the system. The committee had a brief discussion about the process of accepting and reviewing applications as well as interviewing.

#### **Staff Survey Review:**

The committee reviewed the current staff survey results. Only 35 participants responded to the survey and we don't have a high response rate from minorities on campus. The committee reviewed and discussed the different categories of data provided by the survey results. After reviewing the results of the survey, the committee plans to send out the survey again in order to get more responses. They also asked that the chancellor send out an all-campus memo urging participation. They also asked that all supervisors communicate that we want to hear from everyone from each unit/department and strongly suggest that everyone complete the survey. The committee also agreed that the survey should be sent out every couple of years to refresh the data as components of campus change and we continue to work on our diversity and inclusion efforts.

#### **Student Survey Review:**

The committee reviewed and updated some areas of the student survey in order to get more detailed and accurate feedback. The committee discussed when to send out the student survey in order to get more responses and would like to communicate the importance of student participation so that we can continue to improve diversity and inclusion on our campus. The committee discussed the method of

email delivery and agreed to send the survey out to students from the SGA email account. The committee also discussed the idea of the Chancellor sending a follow up email highly encouraging participation after SGA sends the survey email out.

Respectfully submitted by Chancey Slider

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The next meeting will take place on Tuesday, December 22<sup>nd</sup>.

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