The monthly meeting of the Council for Diversity and Interculturalism of 2011-2012 was held on March 7, 2012 in Hodges Library room 236. Present at the meeting were: Marva Rudolph, Herb Byrd, Anton Reece, Margie Nichols, Charles Houston, William Hill, Jenny Moshak, Denae D’Arcy, Mike Wirth, David Mdiaye for Annazette Houston, and Tracy Childress.

March 7, 2012

I. Commission/ Ready for the World Reports

Black Faculty and Staff Association

Charles Houston reported that the BFSA has invited Linda Hendricks to attend an upcoming BFSA meeting and discuss a number of issues including the recent changes in hiring practices. The BFSA is awaiting a response. In its last meeting, the Council also decided that it would extend an invitation to Ms. Hendricks to discuss the hiring system changes as well as the need to use more inclusive language in future employee engagement surveys. It was generally agreed that Ms. Hendricks should be invited to make as many presentations as her schedule will allow.

Commission for Blacks

Anton Reece reported on behalf of the Commission for Blacks. He stated that changes in the Commission’s bylaws were discussed at its last meeting.

II. Chief Diversity Officer Update

Margie Nichols reported that discussions regarding chief diversity officer position have been positive. In fact, the Chancellor is ready to move forward. Though there is no timeline for posting the position, Ms. Nichols is sure that it will be a vice chancellor position. To develop the position description, the Chancellor began with the description submitted to him by the CDI last spring. At present, structural and reporting issues are being worked out.

Council members cautioned that the position should be an office not just a person. Council members also agreed that the Faculty Senate and the Commissions should be involved in the search committee. Support for the creation of a chief diversity officer position is broadly supported in the campus.

III. Membership

The membership committee met on March 7th to review the provisions in the bylaws that relate to membership including filling vacant positions on the Council and ensuring timely rotation of the 12 non-permanent seats. There are 14 seats on the Council that are mandated by the bylaws, including each of the three Commissions, Student Affairs, the Office of Equity and Diversity, Athletics, Student Government Association, and several others. These positions will always be filled by a person selected
to serve by those units. The 12 additional positions are to be filled by faculty members, exempt and non-exempt staff, and additional students. The Committee proposed inviting the following people to join the Council:

- Dean Caula Beyl, College of Agriculture and Natural Sciences
- Professor Stanley Bowie, College of Social Work
- Professor Karla McKanders, College of Law
- Professor Lynn Parker, College of Engineering or Dean Rita Smith, Hodges Library

The Membership Committee proposed a class system that will allow the 12 additional positions to be renewed or filled with a new representative every three years. Each of the twelve members would be assigned to a 4-member class (Class of 2012, Class of 2013, etc.) and given the opportunity to renew their membership in accordance with the bylaws or resign from the position. This ensures that there is always an opportunity to infuse the Council with new members and perspectives.

Dr. Marva Rudolph inquired about the new member selection criteria. Dean Michael Wirth stated that the Committee thought that having a sitting dean serve on the Council is important. Also, the issue of adding representation from the Library has been discussed for some time.

Anton Reece stated that a representative from admissions is also critical given the Council’s emphasis on diversifying the student body. The Council voted to accept the nominations for new members proposed by the Membership Committee. After a general discussion, it was decided that the proposed new Council members will be contacted and given the opportunity to accept or decline the invitation to serve on the Council before they receive the formal letter of invitation from the Chancellor Cheek.

Council members also discussed the need for full participation by current Council members. The co-chairs will review each member’s attendance record and contact members that have had little or no participation this year to determine if they have a continuing interest in serving on the Council or if they would like to relinquish their seat.

Additionally, it is time to elect a new co-chair. The new co-chair will serve with Herb Byrd for the 2012-2013 session. So far, Tyvi Small is the sole nominee. Mr. Reece suggested that the Council allow additional time for more nominations. The co-chair will be elected in the April meeting.

**IV. Next Meeting**

The Council will meet on Wednesday, April 18th at 3:30 p.m. in the Gordon Ball Boardroom of the Brenda Lawson Athletic Center.