President’s Committee on Diversity (PCD) Members

Present: Sharful Alam, Graduate Assistant; Loretta DeLong; Linda Duckett, co-chair; Mike Fagin, ex officio; Jessica Flatequal; Kelly Meier; Calvin Moultrie; Ricardo Muggli; Hahn Huy Phan; Julie Snow; Betty Young, PCD co-chair, Melissa VanWinkle, ex officio, Affirmative Action

Proceedings:

I. Meeting Called to Order. Meeting Agenda Approved.
   o Meeting called to order by Betty Young. Members approved the agenda for the meeting as written

II. Meeting Minute Approval:
   o Betty Young passed around copies of the 11-12-07 meeting minutes for approval. Julie Snow moved for approval, second, the final will be emailed to members for final acceptance electronically.

III. Highlights of Luncheon with the President:
   o Concerns expressed at luncheon yesterday that President was complimentary, but the charge to us has been watered down. Perhaps attendance is down because people feel the work of the Commission has been lightened. When we have so few people, it is hard to push us forward; Co-Chairs are working hard, but members could be doing better.

   o Statement from President that this is the most aggressive agenda doesn’t match the work from the Commission members. Maybe concerns are more of membership concern. Perhaps we need to look at membership, people have been on the Commission for a number of years; we aren’t as cohesive as a group. We have to be committed and do our part. We want to see these things accomplished, and will push to see that they are accomplished.

   o PCD Membership Commitment: Re membership—if people aren’t committed, they shouldn’t stay on the Commission; when people are not attending and not interested, bargaining units should be notified. Terms need to be clarified, for fresh energy.

   o Two years ago there was a proposal for the membership, but what happened to it? We think it needs to be a more inclusive group, so people who are underrepresented shouldn’t always have to serve. We will check with Jackie to see about this membership recommendation from two years ago. It is hard when there is an administrator with us, ex officio.

IV. President’s Charges for 2007-2008:
   o Best Place To Work Initiative: What role will the Commission have in the Best Place to Work initiative, and are we still looking at climate issues? Co-Chairs of PCD and CSW will meet together regularly. We had a climate survey, and now we have another, so how much more money will we spend to hire people, to tell us what we know? We need to have a representative on
Lori Lamb’s Best Place to Work group. Lori Lamb, Scott Olson, Pat Swatfager-Haney, Marilyn Demont. These groups we represent are so affected by the place we work.

**Committees:**
- Is it possible for this commission to look at committees on campus that should be inclusive, like Financial Aid, because they affect students? The committees that are vital to the life of students, faculty and staff should be culturally sensitive; don’t have to be a member of an underrepresented group, but should be aware of issues.
- We have requested membership from our Commission on search committees for Cabinet and Expanded Cabinet, and members of PCD on university committees, to contribute and make things smoother and easier, such as for Financial Aid. List of committees—ask Dean of each college; VPs and unions should have this information. Unions the only people who can appoint people to committees; President can appoint work groups, to assign people to tasks. Committee assignments are in the hands of the unions, can go to meet and confers and ask if can be sanctioned to have representative on search committees and on committees; to have MSUSAFF have to give reduced load for them to serve, must be sanctioned by the unions.
- We have a priority to get folks around our table before we start beefing up our participation on committees. If people don’t want to serve, they should rotate off.
- Perhaps the Commission could have a discussion with the President about representation, to assure there is diverse representation. Is it time to look at that process, to see what kind of process we have for diverse representation on certain groups? Does the current model provide the best representation?
- Loretta moved that Melissa VanWinkle be ex officio person from Affirmative Action, seconded by Julie Snow.

V. **Implementation plan for charges:**
- **Proposal for Committee Priorities & Work Plan:** Chairs distributed the Proposal for Committee Priorities and Work Plan, to see diversity in action on this campus. Chairs would get people to work with them, and we would have a report every meeting.
- **Charge:** Now that the President has seen the Top Ten, and we have received our preliminary charge, we may have additional charges.
- **Summit on Diversity:** Kelly has agreed to chair the Summit on Diversity; Jessica will work with Kelly on this.
- **Memorial Day Event:** Question about the Memorial Day event, why we are doing this when there is an office on campus that deals with us. Question about programs to recruit more students, and why are we focusing there and not on other places? Enrollment management will look at students like traditional and non-traditional students; since there were a large number of soldiers returning to Minnesota, there is a possibility for recruitment, to have a diverse group of students out of this group. By bringing in the soldiers from...
Minnesota, we could get a large number of prospective students. Most of the universities are in the race with offering things for the soldiers, and we are trying to come up with an offering. We have contacted the organizations on campus, they have something to offer; would the PCD sponsor this event, or another area? Could this fit under the Summit on Diversity? Other universities are all doing something special, and this was our attempt to come up with an initiative for our campus. When we talked to Bob Hoffman, he said that a lot of community partners would want to participate in some way. Maybe it would be good for this committee to include a member from groups on campus. Hahn Huy told of her experience in Vietnam, and the way she honors former students; part of her feeling is that at the university we talk about tolerance for certain people and not others, and this shows that we are inclusive. Institutional Diversity represents people from certain areas, as do Women’s Center on Campus, and LGBT, for specialized areas. This sounds good, but is it MSU Mankato, or the President’s Commission on Diversity? If we take on this initiative, that is a significant change from our history. We have had this discussion over the years, do we do programs or not? It opens up a door. We saw it as a means of recruiting students.

Even with our broad definition of diversity it doesn’t include Veterans, and we would have to make a change about who we are to do something like that as a Diversity Commission. Some of us saw this as an initiative for recruitment. It hasn’t been the work of the Commission to do actual recruitment. We are an advisory board to the President, and sponsoring a program is not in our charge. Sponsoring programs doesn’t fit into our mission. What we should do is advise to the President that we think X group should do this program, and he makes that happen. For us to convene the meeting is not in our charge; would we even send a delegate to this planning meeting? Recruiting these students is not our charge.

When you look at the make-up of the military, the percentage of minorities in that group, if you recruit that group, look at the people in that; we aren’t looking at just military and soldier, but no different from going to a high school to recruit.

Hahn Huy has suggested that we include ROTC as a member, so they will have a voice.

**Charge Definition and Committee Arrangement Planning:** Ricardo Muggli expressed concern that the layout for committees is based on what we think the President’s charge is, and compared them to the President’s letter. There really are only three charges (paragraph X. points 1, 2 and 3) that require committees. There are items that were charges of the committee in previous years (see paragraphs IV. VI. VII. in summary below) These are now the responsibility of others in the university.

a. Paragraph IV. - recruiting, enrolling and retaining underrepresented students (This is NOT our charge.)

b. Paragraph V. - Summit on Diversity. (This is our charge #1)

c. Paragraph VI. and VII. - recruitment of faculty and staff (This is NOT our charge)
d. Paragraph VIII. - grant program (This is our charge #2)
e. Paragraph X. - Charges section. Only point 3 (Staggered terms) and point 4 (Graduate assistant) were not previously presented in this letter.

Many of the committees seem to reflect past charges of the commission. I think the committees should parallel the current charges of the President.

o It is up to us to endorse programs, to understand its value, and make sure it happens. We are the ones who make the recommendations, and it is up to the university how they get it done.

VI. Other:

o Schedule for upcoming meetings:

o Monday, December 3rd at 3:00 pm in CSU 204

o PCD Website Bios: Betty reminded people to get their photos and bio to Sharful.

VII. Adjourn