President’s Commission on Diversity
Meeting Minutes
February 17, 2009
Tuesday, 10:30-11:30 am
CSU 238

President’s Commission On Diversity (PCD) Members
Present: Kelly Douglas Biers; Matthew D. Carlson; Kellion Clink; Linda Duckett, Co-Chair; Michael Fagin, Ex Officio; Linda Hanson; Srinivas Rao Mallela, Graduate Assistant; Jesus Hernandez Mejia; Doris Hill; Kelly Meier; Ricardo Muggli; Amy Mukamuri; Julie Snow; Amanda Timmer, Graduate Assistant; Melissa Van Winkle; Ryan Yunkers

Regrets: Mary Dowd; Reggie Edward; Jessica Flatequal; Thomas Gjersvig; Jeffrey Halbur; Jerry Robicheau

Proceedings:
I. Meeting Called to Order. Meeting Agenda Approved.
   • A moment of silence was held in honor of Co-Chair Dr. Betty Young.
     o PCD Members recalled memories of Betty.
     o Linda Duckett informed us of the Memorial Service for Betty on Tuesday, February 24 at 10:30 am in Ostrander Auditorium.
   • Members shared information regarding upcoming diversity events, especially those for Black History month.

II. Resource and Core Values – Report from Amy, Kelly, and Jessica
   • Amy, Kelly, and Jessica met about the importance of keeping diversity initiatives alive while facing budget cuts.
   • They plan to create a proposal to present to the group regarding these issues.

III. Underrepresented Students and Enrollment Management Charge Committee – Report from Amy, Ryan, and Jesus
   • Amy shared statistics that were gathered by the committee.
   • The committee asked for clarification on their charge.
   • We discussed the role of the committee and decided that it would be beneficial for the committee to work as a liaison between the PCD and existing groups that currently monitor retention and graduation rates of underrepresented students.
IV. Report on Exit Interviews—Linda Hanson
- Linda Hanson stated that the initiative has been pulled, but Dan Sachau in Industrial and Organizational Psychology came forward and offered to complete this process free of charge for another year.

V. Budget
- Linda Duckett relayed information from Carol Stallkamp to the PCD members.
  - Carol said, “As with other units within the University who are planning for a decrease in their base budgets, I am asking that the two Presidential Commissions also look at ways to reduce spending. Please submit to me before the end of the month, plans to reduce expenditures in your budgets by 6% and 10%. Your budgets total $16,000 each so we will be looking at plans to reduce expenditures by $960 (6%) and $1,600 (10%). If you have any questions, please let me know. Thank you.”
  - We discussed asking other group, especially the CSW how they are planning to decrease their budgets.

VI. Committee Updates

- **Charge 1: Diversity Summit**
  Co-Chairs: Kelly Meier, Jessica Flatequal
  - Kelly said the planning is complete, but budget issues and dates are keeping the committee from moving forward. They need final information about dates and goals and budget.
  - It is their hope to be considered for next year.

- **Charges 2 & 9: Website and National Best Practices**
  Co-Chairs: Matthew D. Carlson, Kellian Clink, Doris Marie Hill
  - The committee has met and focused their efforts on charge 2.
  - The committee asked for ideas for addressing charge 9.

- **Charge 3: Diversity Grants and Diversity Awards**
  Chair:
Members: Julie Snow, Melissa Van Winkle
  o Julie asked if there was a time for members of the PCD to meet and select the recipients of the spring diversity grant winners.
  o We decided to meet on Tuesday, March 3, at 11:30 am in CSU 238 to review the applications and select the recipients.

- **Charges 4 & 10: Honors Program and Convocation Requirement**
  Chair: Thomas Gjersvig
  Members: Thomas Gjersvig, Ricardo Muggli, Ryan Younkers
  o Actions of this committee were discussed at the last PCD meeting.

- **Charge 5: Maverick Alliance**
  Chair: Linda Duckett
  Members: Linda Duckett, Linda Hanson, Michael Fagin
  o Linda D. said that the committee discussed the creation of a team or position that would act as an ambassador for recruiting, hiring and retaining employees from underrepresented groups.
  o It sounds very possible for a position to be created with no new dollars, but rather through a redirection of funds.
  o The committee feels that regardless of the current budget concerns, we need to be forward thinking.

- **Charge 6: Collaboration with the Workplace Environment Committee**
  Co-Chairs: Jeff Halbur, Linda Hanson
  o This committee is working towards revising great place to work policies.

- **Charges 7 & 8: Underrepresented Students and Enrollment Management**
  Co-Chairs: Amy Mukamuri, Jesus Hernandez Mejia, Ryan Younkers
  o This committee presented information earlier in the
meeting. Please refer to Minutes Item III.

- **Charge 11: Office Space**
  Chair: Linda Duckett
  - Linda said that in the coming year there might be possibilities for office space.
  - Linda also informed us that two file cabinets have been ordered and delivered to house PCD documents and information. One cabinet is located in Linda’s office; Dr. Fagin is assisting with identifying an office location to store Dr. Young’s diversity materials.

VI **Other**
- Dr. Fagin made a motion to create a Betty Young Diversity Award, which would be awarded at the Diversity Dinner. Kellian seconded the motion. All were in favor and the motion carried.
- Linda D. announced that there will be no meeting April 28, no rooms available; the Commission agreed we will try to identify a place to meet Thursday, April 30.
- Code of Conduct—please encourage others to participate in this effort to build and strengthen community.

**REGULAR MEETINGS, Spring 2009**

**Tuesdays, 10:30 to 11:30**

**March**
- 3    CSU 238
- 17   CSU 238
- 31   CSU 238

**April**
- 14   CSU 202—with the President
- 21   CSU 204
- 28   Meeting Postponed, Rescheduled for Thursday, April 30, 10:30 to 11:30, Location TBA