President's Council on Diversity

Meeting Notes

November 30, 2009


I. The meeting was called to order by Dr. Claire Stubblefield at 1:30 p.m.

II. Dr. Wayne Jones moved to approve and Dr. Brett Elliott seconded the motion to approve the minutes from Monday, September 28, 2009.

III. Activity / Training – postponed

IV. Subcommittee Reports
   a. Policy and Procedure
      i. Sexual Orientation Dialogue –
         1. Dell McLain asked if the committee had made any recommendations
         2. Dr. Chip Weiner indicated that the subcommittee would continue to investigate the issue.
         3. Dr. Claire Stubblefield indicated that there are no federal or state legal policies in place but individual institutions can move forward with formulating a statement of principles.
         4. Cherie Wilmoth indicated that from athletics point of view, an institution needs to be addressing the issue.
         5. The committee agreed that Southeastern can construct a “statement of beliefs”.
         6. Southeastern is ahead of the other regional institutions on this issue.
      ii. State Student Senate – Matt Heggy
          1. SE was among 15 state institutions participating in the State Student Senate. One example of legislation heard was SB 6008 “More Parents – Less Orphans”. The issue was from Oral Roberts University and included same sex parents as viable for adoptive parents.
      b. Curricular Enhancement - Dr. Randy Prus was absent but the subcommittee is continuing to work on diversity issues. The committee has developed a set of questions for each department with the ultimate goal of their providing specific examples of curricular enhancements for diversity.
      c. Website - Ellen Hendrix gave a brief overview on Twitter and Facebook and how they can be utilized by the Council. – see handout.
d. Recruitment and Retention – Dr. Brett Elliott indicated that he needed to increase the size of his subcommittee. Sabrina Ford and Chris Wesberry volunteered to serve.
   i. Dr. Claire Stubblefield made the following suggestions for the committee
      1. Grow your own concept. Encourage minority candidates, existing faculty or students to pursue higher degrees.
      2. Initiate a mentorship program
      3. Investigate sources of income – grants, donors
      4. Build relationships from contacts, conferences, etc.
   ii. Student Diversity Survey
      1. Dr. Brett Elliott has begun to analyze data. Of the students taking the survey 80% were freshmen and 20% seniors.
      2. The data will be used for benchmarking.

V. Diversity Initiative
   a. The Student Diversity Survey will be used for the diversity initiative. It will help identify challenges, formulate quantifiable goals with action plans and timelines.
   b. There is a preliminary survey for faculty.

VI. Wrap-up – Assignment
   a. Review the Planning Wheel document and be ready to discuss.
   b. Review the “gap analysis” document.
   c. The Council needs to formulate a succinct mission and vision statement. Dr. Claire Stubblefield, Dr. Jon Reid, Dell McLain, Dr. Chip Weiner and Dr. Lucretia Scoufos will meet in December to clarify the mission and vision statement.

VII. Next meeting – January 18, 2010 @ 1:30 p.m.

VIII. Meeting adjourned at 2:50 p.m.