

**Diversity Advisory Committee Meeting Minutes
Monday, April 24, 2006, 3:00 p.m.
Alumni Conference Room, Alumni Building**

Committee members present: Felicia Baity, Melissa Godwin, Shannon Johnson, Sarah Kim, Kathy Lambert, Evelyn Reiman, David Shafer, Dan Solomon, Rachel Stinehelfer, Alice Warren, Nancy Whelchel, Joanne Woodard, and Gilroy Zuckerman.

University Presenters: José Picart, Karrie Dixon

Agenda Items:

I. Review and Approval of the January 23, 2006 Minutes.

Vice Provost José Picart welcomed everyone and asked the members to review the minutes of the last meeting. Alice Warren motioned for the minutes to be approved and Dave Shafer seconded the motion. The committee unanimously approved the minutes.

II. Diversity Announcements/Update (Dr. Picart/Dr. Dixon)

Pre-College Programs

Dr. Karrie Dixon, Assistant Vice Provost for Student Diversity reported on the progress of the Pre-college program proposal. Provost Larry Nielsen has approved the proposal to establish the Office for Pre-College Programs. Additionally, Provost Nielsen decided that the Office for Pre-College Programs will be located in the Division of Undergraduate Academic Programs under the leadership of Dean Thomas Conway. Provost Nielsen would like the program to be in place and operational by Fall 2006. Dr. Dixon also announced that the Office for Diversity and African American Affairs (ODAAA) hosted the first ever Pre-College Fair on Sunday, March 12, 2006, 1:30-5:00 p.m. The fair was very successful and, as a result, people are contacting ODAAA for more information. Feedback from participants indicated that the fair should possibly be held as early as January or February to allow more time for parents and students to research, plan and enroll in a timely manner. Dr. Picart added that the administrators and the advisory committee are still figuring out how the Office for Pre-college programs will best serve the community. Nancy Whelchel commended Dr. Dixon for the excellent work and presentation of the program proposal. Dr. Picart made reference that information about the Pre-College programs can be found on the NCSU website homepage by clicking on the "Diversity" link and then linking onto "Diversity Outreach."

Building Future Faculty Program

Dr. Picart reported on the Building Future Faculty Program recently held March 16-19, 2006. This was the first year to offer the program and feedback from all the participants suggest that it was very well received. Feedback from the applicants and NCSU administrators will aid in the future planning of the program. A survey of the participants shows that the attendees enjoyed their visits and one college was successful in hiring one of the post-doc participants.

Friends of Diversity Fundraiser Gala

Dr. Picart reported on the success of the First Annual Friends of Diversity Fundraising Gala noting that the event was enjoyable, elegant and well attended. Dan Solomon, Dean, College of Physical and Mathematical Sciences was the keynote speaker and in his remarks outlined a clear and persuasive

argument for diversity on our campus. The Gala raised \$13,000 in discretionary funds for a net gross of about \$7500. Joanne Woodard asked Dr. Picart about the Friends of Diversity brochure and the website in which both allow a donor to identify a program or programs they would like the funds to be applied to and if the funds are being tracked for the specific purpose, and will the funds go the department responsible for specific diversity programs. More specifically, Ms. Woodard wanted to know if a donor wants their gift to go for programs related to students with disabilities, how will those funds be used. Dr. Picart explained that all gifts are retained in the Friends of Diversity Fund in the Office for Diversity and African American Affairs. However, donations for a specific type of diversity programming, such as Native American Affairs, will be earmarked and used only to fund Native American programs or activities. When a request is submitted by any campus unit for funds to support a specific type of diversity programming, available gift funds earmarked for that specific type of diversity activity will be used for that purpose as requested by the donor. Similarly, if the Office for Diversity and African American Affairs initiates a specific type of diversity program, such as religious diversity, the OVPDAAA will use the gifts donated for religious diversity to fund that program. Donor contributions to the Friends of Diversity will remain in the Friends of Diversity Fund and will not be disbursed to campus units for their discretionary use, but will be made available upon request to help fund and support appropriate diversity programming being proposed by a campus unit.

Friends of Diversity Patron Mail

The ODAAA purchased services with Patron Technology, an electronic email-marketing firm that is generally used by the theaters, museums, and the performing arts. Recently, 51,000 affiliates, alumni and friends of NC State University received an email inviting them to join the Friends of Diversity patron mail service in order to receive information about diversity programs at NC State. 16,000 patrons responded to the invitation. The service provides an excellent way to let people know about diversity events and programs and to also become members of the Friends of Diversity fund raising arm of the OVPDAAA.

Diversity Dialogues on Religion

The Spring Diversity Dialogues on Religion was held on Wednesday, March 29, 2006 in Witherspoon Student Center. Faculty from Religious Studies, students, and administrators held a town hall meeting. Small roundtable discussion groups were formed and faculty members introduced current religious issues at NC State for discussion. Overall, the town hall meeting went very well. Dan Solomon expressed some concern that there may not have been enough diversity at some of the roundtables and that faculty and students should be encouraged to intermingle more instead of sitting with people who are similar to them.

Student Diversity Council Banquet

The Student Diversity Council (SDC) completed its first year of operation and hosted an awards and recognition banquet. Dr. Karrie Dixon introduced SDC last year as an effort to allow diverse groups to exchange ideas and to share resources together and to work together as a diverse group. Dr. Dixon reported there had been more hands on programming than originally planned. Next year she looks forward to a focus on increasing interaction and reducing the amount of programming that the Council itself conducts. The first SDC Awards Diversity Awards were also presented at the banquet. The SDC solicited nominations throughout the campus community to identify people that strongly promote diversity on campus. This year's awards were presented as follows: 1) Student Organization - Muslim Student Association, 2) Student Award - John Vance; 3) Staff Award - Beverly Williams; 4) Faculty Award - Brenda Alston-Mills; 5) Administrator- Dan Solomon. Dr. Picart commended Dr. Dixon on the success of the Student Diversity Council and how well it has been received by the students. Evelyn Reiman encouraged the involvement of these student leaders.

Brotherhood Dinner Advisory Council

Provost Larry Nielsen and Chancellor Jim Oblinger recommended that ODAAA establish a Brotherhood Dinner Advisory Council to assist with planning and implementing the University Community Brotherhood Dinner, which is held annually at NC State. Dr. Picart reported that letters of invitation to serve on the council have been sent out. The first meeting will be held Thursday, May 25, 2006. The Council's responsibilities will include: advising Dr. Picart, identifying the Brotherhood Dinner guest of honor, planning the dinner, and identifying and improving fund raising efforts for the dinner and diversity programs.

GLBT Subcommittee Activities

A statement of affirmation regarding Sexual Orientation, Gender Equity, and Gender Expression is the result of an initiative put forth by the GLBT subcommittee, a subcommittee of the Diversity Advisory Committee. Dr. Picart requested feedback regarding the statement.

III. Topics for Discussion (All Council Members)

Minority Career Fair

Dr. Picart provided an assessment on the naming or renaming of the Minority Career Fair for the committee to review. The Diversity Advisory Committee (DAC) will discuss the name of the Minority Career Fair at the next DAC meeting.

Target of Opportunity Hires

Dr. Picart invited Joanne Woodard to provide background information on the publication of a new Standard Operating Practice (SOP) for Target of Opportunity Hires. Ms. Woodard reported that the SOP was issued on March 8, 2006 and provides the opportunity to hire someone who meets a desired need without a planned search. Detailed information can be found on the Provost's website and it is not listed as a current regulation or policy of the university, rather it is a practice used in the Provost's Office. This practice applies to offers derived from programs such as Building Future Faculty. The practice can be used for hiring both faculty and professional staff.

Future Topics for Campus Dialogues on Diversity

Dr. Picart asked for suggestions for future topics to be addressed at the Campus Diversity Dialogues. Felecia Baity suggested keeping the same topic for fall and spring. Ms. Baity also suggested the topic of Campus Safety. Dr. Picart liked the idea of keeping the same topic for both sessions. Evelyn Reiman suggested coordinating with Student Affairs annual theme, perhaps combining their efforts. Ms. Reiman also reported that Dr. Tracey Ray reminded her that next year would mark the fiftieth anniversary of the first African American student to graduate from NCSU. Ms. Reiman expressed interest in highlighting pioneers and the roles they have played.

Dan Solomon mentioned the topic of GLBT and surrounding issues. Dean Solomon was hesitant about whether the campus community is ready for such a dialogue, but Dr. Picart reminded everyone that because these topics are sometimes difficult to discuss is why we have Dialogues on Diversity. Ms. Reiman believes that the students and the GLBT members are ready for such a dialogue and suggested that Justine Hollingshead might make a presentation as part of the dialogues. Rachel Stinehelfer suggested a cross-section program, perhaps safety and GLBT issues.

IV. Council Members Roundtable

Dr. Picart opened the meeting to members for suggestion of topics that need to be addressed or may have been overlooked. Nancy Whelchel suggested presenting at the next DAC meeting an update of the Alumni Survey. Ms. Whelchel reminded the committee that the campus climate survey started as a result of this committee's ideas and that currently a faculty survey is in process. Dan Solomon

mentioned the status of equity studies, which includes salary information to alert Deans to areas of concern. Ms. Welchel indicated the report may come from University Planning and Analysis and is required by the Office of the President of the UNC Systems. Evelyn Reiman suggested an update from General Education Requirements (GER) Task Force. Dr. Picart agreed to invite the Chair of the GER taskforce, Dr. John Ambrose to present at a future UDAC meeting.

Shannon Johnson motioned to adjourn the meeting and Dave Shafer seconded the motion.
The next University Diversity Advisory Committee meeting will meet May 22, 2006 at 3:00 p.m.