

**Diversity Advisory Committee Meeting Minutes
Monday, August 28, 2006, 3:00 p.m.
Room 375 Witherspoon Student Center**

Committee members present: Zack Adams, Andy Billingsly, Shannon Davis, Thomas Easley, Segen Fishastion, Pat Grantham, Shannon Johnson, Duane McClure, Carrie McLean, Marcia Gumpertz, Keith Powell, Monica Price, Will Quick, Evelyn Reiman, David Shafer, Rachel Stinehelfer, and Joanne Woodard, Tom Younce, Gilroy Zuckerman.

University Presenters: Dr. José Picart, Vice Provost for Diversity and African American Affairs, Tracey Ray, Director of Multicultural Student Affairs, Bill Swallow, Professor and Director of Undergraduate Programs in Statistics.

Visitors:

Agenda Items:

I. Welcome and Review/Approval of Minutes from last meeting.

Vice Provost José Picart welcomed everyone back from summer break and thanked the committee for their continued support. Vice Provost Picart invited all members to introduce themselves and identify the college or department they represent.

Vice Provost Picart introduced the minutes for review and approval. Will Quick submitted the motion to approve the minutes. Tom Younce and Dave Shafer seconded the motion and the committee unanimously approved the motion.

Vice Provost Picart introduced Dr. Marcia Gumpertz as the new Assistant Vice Provost for Faculty and Staff Diversity. As Assistant Vice Provost for Faculty and Staff Diversity, Dr. Gumpertz will serve as liaison to the women and minority faculty and staff organizations on campus and the college diversity coordinators; develop and implement recruitment and retention programs for faculty and staff; facilitate, promote, and assess the effectiveness of NCSU's diversity education programs; and help develop and implement a strategic diversity assessment plan for the campus.

II. Celebrating the 50th Anniversary since the enrollment of the first African American undergraduate students at NC State University

Dr. Tracey Ray, Director of Multicultural Student Affairs announced that NC State University will host a yearlong celebration honoring the 50th Anniversary of the first African American undergraduates at NC State University.

Vice Provost Picart sent out a request to establish a task force to coordinate all campus programs surrounding the event. A taskforce has been developed to provide programming throughout this academic year to celebrate the mark of this Golden Anniversary. The taskforce is being co-chaired by Dr. Tracey Ray, Director for African American Student Affairs and Felicia J. Baity, Assistant Director for African American Student Affairs. Retired professor and NC State's first black administrator, Dr. Lawrence Clark is serving as a consultant to the task force. Dr. Ray listed numerous ideas and plans currently in action or scheduled to be active very soon. Some ideas include; publishing a fundraising brochure to send to alumni and African American

students' parents, creating a "Golden Anniversary" website, offering a series of panel discussions, creating a commemorative DVD at the end of the year long celebration for publication, and hosting three major events during the semester with the first event focusing on the first African American students that attended NC State. Zack Adams suggested connecting with the African American Sororities to promote awareness and Dr. Ray responded that past members are being invited to participate in the events. Andy Billingsly suggested highlighting the first NC State African American athletes including Sidney Lowe, the first African American to hold a head coaching position at NC State and within the University of North Carolina System. Thomas Easley suggested highlighting the first African Americans to received doctorate degrees from each of the colleges. Dr. Ray announced that a formal request to identify the successes of African Americans will be sent to all deans and department heads. Evelyn Reiman suggested asking Agromeck to consider the 50th anniversary as part of the yearbook's theme.

III. GLBT Center Proposal

Bill Swallow, Professor of Statistics presented the proposal to establish a Gay, Lesbian, Bisexual, and Transgender (GLBT) Center. Dr. Swallow authored the proposal and shared his opinion of the center's importance to the GLBT community and to the NC State community. He noted that NC State is ranked high as being a very unfriendly campus to the GLBT community. The campus climate survey indicated that the GLBT community felt threatened and that the NC State community was "hostile." Dr. Swallow explained that the Center would provide a welcoming place that individuals can feel totally open. The GLBT Center will serve as a wonderful resource to NC State. The Center will provide programming for allies and people who want to be better informed by offering counseling (not to be replaced by the Student Health Counseling Center) and educational programs. Members recognized that it is difficult to determine the extent of the GLBT population on the NC State campus. Pat McLean questioned where the Center would be located and whether or not individuals would be put at risk. Duane McClure questioned what community resources are available to the GLBT community. Several places in the Raleigh community were mentioned. Dr. Swallow reminded members that it is important that NC State begin to change the campus climate at NC State and that the Center will provide a focal point. Thomas Easley identified that the Center will serve as a resource beyond the campus community.

Evelyn Reiman recognized that scholars programs could give credit for attending events hosted by the Center. Tom Younce acknowledged that the Center could be a great resource to the Public Safety Department. Vice Provost Picart acknowledged that the Center could easily bring a rash of hostile movements. He also acknowledged that the current leadership puts NC State in the position to move this proposal forward into action. Will Quick questioned the timeline and Vice Provost Picart responded that it would probably take a year to see it through fruition. Will asked permission to mention the proposal at the next Board of Trustees meeting. The committee approved the request. Evelyn Reiman then motioned to support the proposal and to draft a letter. Thomas Easley and Tom Younce seconded the motion. The committee unanimously approved.

IV. NCSU Latino/Hispanic Task Force

Vice Provost Picart informed the committee that he recently attended a Latino/Hispanic Task Force conference held in Chapel Hill, NC. Provost Larry Nielsen and other NC State members attended as well. Efforts are continuing to prepare our campus for the increasing number of Latino/Hispanic students that will come to NC State. A NC State task force has been established and engaged in two meetings to begin to identify ways to make NC State the university of choice for Latino/Hispanic students. All suggestions will be organized and presented to the various levels of NC State leadership for consideration and approval. Pat McLean suggested that NC

State staff could be used as a marketing tool to inform the community of opportunities at NC State. Evelyn Reiman suggested waiving the tuition plan for Latino/Hispanic classes. Vice Provost Picart announced that Provost Nielsen is very interested in establishing an endowment for Latino/Hispanic employees and families.

V. Revised University-Community Brotherhood Dinner Purpose Statement

Vice Provost Picart presented the revised University-Community Brotherhood Dinner purpose statement to the committee stating that it signals some changes to the Brotherhood Dinner. The original purpose of the dinner came about due to poor relationship between NC State and the African American community. Essentially, the dinner was hosted by NC State to welcome members of the African American community to the campus, to celebrate the contributions of an African American person who has had a significant impact on the community and to recognize successful students. The Brotherhood Dinner will continue to accomplish these objectives, except that now the process of planning, organizing and conducting the lecture and dinner will be more collaborative and inclusive of Shaw University, St. Augustine's College and the greater Raleigh Community.

The transition allows the dinner to become more of a collaborative and inclusive effort, transforming it from a primarily NC State event to a relationship that allows all the principle institutions to contribute to the planning and the implementation of the Brotherhood lecture and dinner. The idea to transition has been well received by Shaw University, St. Augustine's College, and members of the Raleigh community; all truly wanting to participate in planning the dinner, sharing responsibilities, and participating more in the dinner program. Vice Provost Picart recognized the "growing pains" that come with changes, and assured the committee that NC State would continue to play a leading role because NC State resources and fundraising efforts will continue to fund the lecture and dinner. Vice Provost Picart announced that the major change is that the dinner will move from Fall to Spring, and will be held April 5, 2007. Dr. Picart indicated that the committee would also explore creating a non-profit organization to raise funds for the Brotherhood Dinner. Shannon Davis questioned the name of the event and other members shared their thoughts as well. Vice Provost Picart assured the committee that the Brotherhood Dinner Advisory Council had discussed changing the name and had voted to keep as it is for now.

VI. GER Task Force Recommendations

Vice Provost Picart informed the committee of Task Force recommendations that will affect the NC State's General Education Requirements. Vice Provost Picart mentioned that the Task Force recommendations include reducing the hours required for the GER, a first year course or first year experience (lecture, readings, guest speakers, service learning, etc.), a capstone experience, and a diversity course requirement. A proposal from the GER Task Force will be released in November and vetted throughout the campus community.

Announcements

The next Diversity Advisory Committee meeting will convene Monday, September 25, 2006 at 3:00 p.m. in Room 375, Witherspoon Student Center.

Vice Provost Picart adjourned the meeting.