

**Diversity Advisory Committee Meeting Minutes  
Monday, May 22, 2006, 3:00 p.m.  
Room 126, Witherspoon Student Center**

**Committee members present:** Felicia Baity, Karrie Dixon, Thomas Easley, Arnette Ejire, Orlando Hankins, Duane McClure, Carrie McLean, Jose Picart, Dan Solomon, Rachel Stinehelfer, Alice Warren, Tom Younce.

**Guest:** Joni Spurlin, University Director for Assessment, University Planning and Analysis

**University Presenters:** John Ambrose, Deb Luckadoo, Nancy Whelchel

**Agenda Items:**

**I. Review and Approval of the April 24, 2006 Minutes.**

Vice Provost José Picart welcomed everyone and asked the members to review the minutes of the last meeting. Tom Younce motioned for the minutes to be approved and Orlando Hankins seconded the motion. The committee unanimously approved the minutes.

Vice Provost Picart introduced Duane McClure, Human Resources and Rachel Steinhelfer, D.H. Hill Libraries as new members to the committee.

**II. Review of the General Education Requirements Update (Dr. John Ambrose)**

Dr. John Ambrose, Associate Dean for Undergraduate Programs presented an overview of the ongoing work of the GER Task Force. The Chancellor appointed GER Task Force to review the current General Education Requirements with the goal to improve and enhance how students at NCSU complete their general education requirements. The GER Task Force developed a new mission statement and rationale for general education and identified perceived problems with the current GERs. In addition, the Task Force examined best practices across higher education in order to inform the review and development of revised GERs, if necessary. Dr. Ambrose indicated there has been some changes made to the GERs over the past few years but nothing significant. The current review includes the following:

1. Describe the impact that the GER will have on an NC State student.
2. Report on GERs at our peer institutions and at other institutions in the UNC system;
  - o Recommendation of a GER model (or ranked multiple GER models) for NC State based on these comparisons, best practices, and our institutional mission.
3. Determine impact of the best model(s) on other elements of an NC State undergraduate degree, including number of hours required for graduation;
4. Provide an analysis of any additional costs or cost savings associated with the recommended model;
5. Provide an assessment plan and process for an ongoing assessment of the GER; and

6. Recommend an implementation plan including a curriculum review on what to keep, delete, and/or add to the current GER

Dr. Ambrose reported that the GERTF has developed a GER structure of 42 to 45 hours that includes a First Year Experience that will introduce students to general education, a capstone GER course with a thematic route and an interdisciplinary emphasis between the two. The GERTF identified the following objectives as the central feature of both the First Year course and the capstone course: enhancement of critical thinking, interdisciplinary, diversity, and student engagement (with the university and the broader community).

Dr. Ambrose invited Carrie McLean to share information about the First Year Course (FYC) in the First Year College. Ms. McLean stated that there are 18 advisors who implement the FYC. Although, they all have common goals, each has their own teaching style. To ensure that diversity is taught in the classes, FYC developed a database including language as a resource for the advisors to use in their classes. FYC requires students to write reflection papers identifying what they have learned throughout the year. Information is gathered from these papers and integrated into materials used by the FYC faculty for future teaching. FYC can also determine whether students have broadened their understanding of diversity.

Vice Provost Picart shared that one other thing discussed a lot by the GERTF was service learning, an out of class experience that would enhance the diversity experience.

### **III. Name of the Minority Career Fair (MCF)**

The Office of the Vice Provost for Diversity and African American Affairs received and inquiry asking why the Minority Career Fair continued to use the word “minority” in its title. The use of an alternative name, such as Diversity Career Fair was suggested. Dr. Picart explained that the term “minority” has fallen out of popularity with many in the diversity community, because it suggest a lower status. In addition, the majority of the students who attend the Minority Career Fair are majority white students. Deb Luckadoo, Director of Campus Activities conducted a review and examined campus perceptions on the use of the term, “Minority Career Fair. Results from the assessment concluded that the name should remain Minority Career Fair. Changing the name to Diversity Career Fair would more than likely experience the same problems and effects as MCF. Dan Solomon suggested giving a name of historical connection and by doing so would encourage minority students to attend. Rachel Steinhelfer expressed that minority “stands out” more than diversity. Felicia Baity provided additional information regarding the forum that was held as part of the assessment and explained that Union Activities Board students participated in the event and represented a strong voice to keep Minority Career Fair as it is named.

### **IV. Update on the Faculty Well-Being Survey**

Nancy Whelchel presented an update of the Faculty Well-Being Survey. Ms. Whelchel reminded the committee that the campus climate survey started as a result of this committee’s ideas. Ms. Whelchel’s presentation identified the objectives, outcome of various reports, a brief history of faculty surveys at NC State, survey advisory committee members, methods of developing questions for the survey, topics covered in the survey, and the timeline for administering the survey. Felicia Baity questioned if the survey would assess the nature of faculty relationships with students and if the survey would indicate how faculty feel about the quality of students at NC State. John Ambrose questioned if Faculty Senate was represented in the review of the survey. Ms. Whelchel responded that Faculty Senate had reviewed

the survey and would review it again before final execution. Orlando Hankins shared concern that some faculty may not participate in the survey for fear they could be identified. Ms. Welchel assured that the survey had been developed so that no one can be singled out in the future reports resulting from the survey.

Assistant Vice Provost Karrie Dixon adjourned the meeting at 4:45 p.m. The next University Diversity Advisory Committee meeting will convene June 26, 2006 at 3:00 p.m.