



Missouri State UNIVERSITY

Diversity Committee Meeting Minutes

April 12 | 1:00 p.m. | PSU 312

I. Call to order

Margaret Weaver called to order the regular meeting of the EPP Committee on Diversity at 1:05 p.m. on April 12, 2017.

Present: Jamaine Abidogun, Mandy Benedict-Chambers, Ashley Leinweber, Sarah Nixon, Nate Quinn, Ximena Uribe-Zarain, Margaret Weaver.

Guest: Jim Sode, Assistant Director Admissions-Diversity Outreach and Recruitment

II. Approval of minutes

February 14, 2017 minutes stand.

III. Announcements

1. Fall Scholarship Applicants

- a. Nine scholarship applications were received. Interviews will take place in spring 2017 for fall award. Volunteers for the scholarship interview team: Sarah Nixon, Mandy Benedict-Chambers, and Ximena Uribe-Zarain. The interviews are scheduled for May 12 from 1 to 5 p.m. Margaret Weaver will make arrangements with scholarship applicants and forward the scholarship applications to the interview team.

2. Next year's chair

- a. No member volunteered to be nominated

IV. Discussion Items

1. University Faculty Mentoring Program: Jamaine Abidogun

- a. The faculty mentoring proposal was distributed. The mentoring program would be an ongoing DDI institutional initiative if approved. Discussion. Recommendations of the committee:
 - i. Add "writing support" under "Academic Research and Resource."
 - ii. Add "The Diversity Fellow will coordinate the program."
 - iii. Add "The mentoring program will be part of Faculty Orientation."
 - a) The Diversity Fellow will structure the meeting and provide standard information to mentors.
 - b) Mentees will be first to third year and include per course instructors.
 - c) The program will be announced via Faculty Center for Teaching & Learning and "Inside Missouri" newsletter.
 - d) A request for mentor volunteers will be distributed electronically.
 - iv. Change the name of program to "Faculty Mentoring in Inclusive Excellence Program."

Motion to move proposal as amended. Second. Discussion. Motion carried. The suggestion was made to have Wes look into how to incentivize the program with the departments.

2. Scholarship Recipient Involvement: Jimi Sode

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- a. Marketing scholarships to transfer students needs improvement. Jimi Sode spoke to the issue explaining that the university starts recruiting at the high school level. The university encourages non-admissible students to attend OTC until the students have achieved a 2.0 GPA and passed 24 hours. Then, MSU encourages the students to transfer to MSU. Consistent communication is important. The university is also attempting to build bonds with community colleges. Counselors go out several times per semester to foster those bonds. Transfer VIP day is an opportunity to market the scholarship. Groups of students from community colleges are encouraged to attend. Student and advisory input is desirable in terms of how we should be reaching out to potential students. Students and University Ambassadors conduct student tours for potential students. The makeup of the University Ambassador program is not diverse, so his office is reaching out to other student groups like Spectrum and ABC. He is also working with Dr. Smith to get students on the Diversity Council. Sode emphasized that the university should move away from staff recruiting and move toward faculty and student recruiting. Reaching out on social media is also important. The university needs to provide authentic and positive interaction. Sode encouraged the committee to send content to his office about the current scholarship recipients. His office would like to develop authentic videos.

2. New charges from EPP

- a. The EPP Executive Committee met with Drs. Einhellig and Craig regarding the current AAT with Ozark Technical College (OTC). The fourth page of the AAT draft has a major problem. Some things are already in place but OTC wants to add a multicultural education class. (Note: OTC wanted to also add a Special Education course but it was not accepted.). A PEU code was already in place for the multicultural education class, but was caught before it was attached to any community college. Discussion.
 - i. OTC is the only community college we have entered into conversations with. There will be stipulations before the AAT goes into effect in fall 2017.
 - ii. There need to be stipulations regarding this class, such as specific assessments under Taskstream and/or vetting of the course beyond just the syllabus. OTC faculty cannot be required to submit their qualifications for this course, but perhaps OTC can be encouraged to prioritize how faculty are hired to teach this course.
 - iii. This AAT is statewide. There must be a standard curricular review process in place. This will move forward at today's EPPC meeting.
 - iv. There will be two charges from EPPC to the Diversity Committee:
 1. Identify stipulations and/or additional assessments to accept as a transfer from community colleges as PEU 016.
 2. Provide oversight of the course through an annual review of how often the course is offered, who teaches the course, and which DESE competencies are being met. Report annual findings to the Senate.

V. Old Business

1. No old business.

VI. New Business

1. No new business

VII. Adjournment

Margaret Weaver adjourned the meeting at 2:30 p.m.

Respectfully submitted by: Vicki Kramer