



Committee on Diversity Meeting Minutes

December 2, 2020 | 1:00 p.m. | via Zoom

I. Call to order

Nate Quinn called to order the regular meeting of the EPP Committee on Diversity at 1:01 p.m. on December 2, 2020.

Present: Melanie Carden-Jessen, Heidi Hadley, Andrew Homburg, Juan Meraz, Michelle Morgan, Sarah Nixon, Nate Quinn, Dennis Rudnick, Tonia Tinsley

II. Approval of minutes

November 4, 2020 minutes approved as amended.

III. Discussion Items

1. There was an initiative awards meeting this morning that Dr. Tinsley attended. Wording was shared for the awards that has been approved by General Counsel. Dr. Tinsley shared the wording via Zoom chat.

“Recipients must have a demonstrated interest in and commitment to promoting a society that is just, equitable, and inclusive of all individuals, irrespective of race, age, sex, religion, ethnicity, sexual orientation, gender identity, or disability. Serious consideration will be given to all ways in which potential recipients might contribute to a diverse educational environment.”

IV. New Business

1. No new business.

V. Old Business

1. Discussion of updating of the EPP Diversity Plan
 - a. Dr. Quinn asked the committee if they reviewed the document he sent as a starting point for updating the Diversity Plan. Dr. Quinn reviewed each of the sections such as goals, standards, template changes, and optional formatting ideas.
 - i. Dr. Quinn has not spoken to Dr. Tinkler since the last committee meeting to discuss potential changes.
 - ii. This committee should have a subcommittee or ad hoc committee in place by second semester to begin working on updating the Diversity Plan next fall. This will happen after other items have been finalized like the mission statement in the Guiding Principles. Melanie Carden-Jessen, Juan Meraz, and Dennis Rudnick volunteered for the ad hoc committee.
 - iii. The committee discussed other college documents that have language we might incorporate. Juan Meraz will email guidelines that will help the committee focus on specific components. There is a basic plan or template everyone can use and add their own specifics.
 - iv. We may consider talking more specifically about our charge and possibly collaborate with other committees like the Provost’s Diversity Council.
 1. There are some terminology changes to consider.

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2. The plan should focus on student recruitment and the competencies we want our students to learn and stay away from the broader picture.
 3. Dr. Quinn will have a conversation with Dr. Barri Tinkler about recruitment of staff and students, competencies, and the multicultural scholarship.
- v. Promotion and Tenure changes will come from the Provost's Office.
1. The Faculty Handbook is undergoing updates. Changes are still in progress but they will include cultural consciousness and diversity related work that will qualify toward teaching as an incentive.
 2. Concern was expressed about administration evaluating these things. Training is needed across all levels.
- vi. There is a feedback section on the shared document. Dr. Quinn will add a goal for recruitment. We can add standards without naming them. It would also be useful to add a column for meeting a particular diversity goal that will give a clearer picture of the intent. Dr. Quinn will share the template document with Dr. Tinkler, identify committee members, and write a charge for the subcommittee that will be working on the updates.

Dr. Quinn adjourned the meeting at 1:41 p.m.
Respectfully submitted by: Vicki Kramer