



**President's Commission on Diversity
April 10, 2008
Room 306 Main Building
Minutes**

Members Present: Oscar Arevalo, Druscilla Bakert, Patty Bender, Mary Bolin-Reece, Lori Gonzalez, Chester Grundy, Vanessa Jackson, Sara Jones, Jane Kirschling, Michael Lee, Bob Mullens, Richard Sutphen, Pat Thompson (for Lionel Williamson), Jeff Dembo, Karen Slaymaker, Lina Crocker, Gail Hairston, Sharon Taylor New, Allan G. Richards, Isabel Taylor, Rakesh Kandibanda, Linda Rakes.

Members Absent: Chike Anyaegbunam, Bessie Guerrant, Ibrahim Jawahir, Mahjabeen Rafiuddin, Chris Harper, Alvin Seals.

Guest: Dr. Constance Ray

Welcome and Call to Order: **Allan G. Richards**

Dr. Richards called the meeting to order at 11:40 a.m.

Thank you to the Diversity Awards review committee for their time and consideration of the nominees and in the selection of the recipients. The Diversity Awards ceremony will be on Thursday, April 17, 2008 in the Lexmark Room, Main Building at 4:00 pm. The keynote speaker will be Hasan Davis. Mr. Davis is a lawyer, educator, youth advocate and actor. Mr. Davis will present "York" at the ceremony.

The recipients of the Diversity Awards are as follows:

<u>Award Category</u>	<u>2008 Award Recipients</u>
UK Student	Nirmai Ravi
UK Staff	Ms. Marietta Watts
UK Faculty	Professor Joan Callahan
	Professor Karl B. Raitz
	Professor Christopher L. Schardl
UK Administrator	Dr. Jay A. Perman
Other Individual or Agency in KY	Martin Luther King Cultural Center

Approval of Minutes:**Allan G. Richards**

A motion to approve the minutes of the March 6, 2008 meeting was made by Jane Kirschling and seconded by Michael Lee. The minutes were approved by a unanimous vote with no changes.

Chair's Report**Allan G. Richards**

Dr. Richards advised that Dr. Connie Ray would be leading a "working session" at the meeting today. He explained that in terms of the indicators and outcomes that were compiled by the PCD committees that at this juncture, we are setting the bar where we think that the institution should be at a given point in time. What this does for the university community is that we now can look back when we assess programs and can assess them based on where the institution should be as we will have a better indication of where we are.

**Discussion of Strategic Indicators
And Outcomes for the Development of
Diversity Assessment Instruments****Connie Ray**

The PCD committees concluded their indicators and outcomes for their perspective committees and their final report(s) were submitted to Dr. Connie Ray. Dr. Ray commended the committees on the work they had completed. Dr. Ray spoke on the findings of the strategic indicators/outcomes. Dr. Ray proposed to review the first five strands of the strategic indicators/outcomes which dealt primarily with recruitment and retention and mostly students. She suggested that these be looked at for redundancy and refinement and that two or three outcomes in each area be defined by which to build on. When both sessions have concluded and all strands discussed and the two or three outcomes in each strand defined, Dr. Ray's staff will work with the Commission and the Chair over the summer toward an assessment strategy that would include a campus climate survey. The people that will be working with Dr. Ray on this process will include two new staff persons; one is the new Assistant Director of Assessment for Policy Studies and a survey expert; the other person will defend her dissertation this month for a Ph.D. in Statistics. Dr. Ray advised that these people would be working with her to develop a baseline for the indicators and outcomes for future use.

New Business**Allan G. Richards**

There is ongoing thought on the future President's Awards for Diversity ceremony and how to revamp this event so that it will be a campus-wide event that will mobilize the campus in moving toward a diverse and inclusive culture. The goal is to bring in powerful and dynamic speakers who will give a boost to the campus community to inspire and create a more diverse culture. The goal also is to get the community informed and involved. The more involved and supported the community becomes the greater benefit it will be to the institution as well as to the community.

The Commission agreed that at the May meeting of the PCD would still meet on May 8, 2008 but the meeting would begin at 11:00am and conclude at 2:00pm in an effort to complete the strategic indicators and outcomes.

Adjourn:

Allan G. Richards

A motion was made to adjourn the meeting by Pat Thompson (on behalf of Lionel Williamson) and seconded by Vanessa Jackson. Meeting adjourned at 1:50 pm.