



President's Commission on Diversity
May 8, 2008
Room 306 Main Building
Minutes

Members Present: Oscar Arevalo, Druscilla Bakert, Patty Bender, Mary Bolin-Reece, Bessie Guerrant, Ibrahim Jawahir, Jane Kirschling, Michael Lee, Rob Mullens, Richard Stuphen, Lionel Williamson, Jeff Dembo, Karen Slaymaker, Mahjabeen Rafiuddin, Gail Hairston, Sharon Taylor New, Allan G. Richards, Alvin Seals, Isabel Taylor, Rakesh Kandibanda and Linda Rakes.

Members Absent: Chike Anyaegbunam, Lori Gonzalez, Chester Grundy, Vanessa Jackson, Sara Jones, Lina Crocker, and Chris Harper.

Guest: Dr. Constance Ray, Vice President Research Planning and Effectiveness

Welcome and Call to Order:

Allan G. Richards

The May meeting of the President's Commission on Diversity was called to order by Allan G. Richards, Chair at 11:10am.

Today's meeting is considered to be a "working session". This working session is intended to discuss the strategic indicators and outcomes developed by the various sub-committees of the Commission. These strategic indicators and outcomes are intended for the development of assessment tools that can measure the progress UK is making on the diversity issue.

The PCD website now has the Diversity Awards information posted. Members were encouraged to visit the website to view information about the ceremony. The awards ceremony was well attended and positive comments were given about the event as well as the main presenter.

Thank you to Jane Kirschling for her participation in the announcement of the recipients of the Diversity Awards at the President's Awards for Diversity ceremony. Thanks again to the selection committee for their work in determining the recipients of these awards.

At the past meetings, the idea of bringing a renowned speaker to the UK campus for the Diversity Awards Ceremony, which would also include the involvement of the campus community, has been revisited. The sole purpose of the President's Awards for

Diversity ceremony is to recognize and focus on the recipients of the Diversity award who have demonstrated a strong contribution in the area of diversity. This ceremony is not intended to focus on a keynote speaker. Therefore, the President's Awards for Diversity will continue to follow the same procedure as in the past.

Thank you again to the committees for the work they have done toward developing and recognizing the strategic indicators and outcomes and their efforts in submitting final reports based upon these outcomes.

Approval of April 10, 2008 Minutes

A correction to the April 10, 2008 minutes was made by Lionel Williamson. A motion to approve the minutes of the April 10, 2008 meeting with one correction was made by Patty Bender. The motion was seconded by Jane Kirschling. Motion passed with a unanimous vote.

Discussion of Strategic Indicators and Outcomes For the Development of Diversity Assessment Instruments **Connie Ray and Allan G. Richards**

From the outset, the Commission embarked on a journey to create an institutional culture that is diverse and inclusive. This is the goal of the commission. In terms of getting to this particular place we as a commission, we as a university community, and we as a much larger city community, state community, national community and international community, must have some input into the process to determine where this institution should be if we are to serve the various mentioned communities. The various input from these communities will help us to determine where the institution should be or is at a particular place or juncture. When this has been determined by examining these outcomes and key indicators and when these have been measured and an assessment tool is implemented, we will learn where the institution is and will then have a tool for the assessment of activities so that informed decisions can be made. As an educational institution, our major focus is on the education of our students therefore, it is important that every aspect of the institution is geared toward this. Students come here expecting to get this type of education; faculty expects to provide this type of education; staff expects to provide this type of service; and, administrators expect to put in place policies that will enhance this type of education.

Thanks to Dr. Connie Ray for her hours of work on this project.

Dr. Connie Ray led the commission in the continuing discussion of the reports submitted by the PCD committees on their strategic indicators and outcomes for the strands which reflect the Faculty, Staff, Students and Administrators. The Commission was lead to review the strands with their indicators and outcomes. Discussion on each of these strands was conducted throughout the meeting. All discussion was documented in an effort to capture the overall suggestions, definitions, etc. for Dr. Ray's future work on this project. Dr. Ray, her staff and Dr. Richards will review the reports submitted as well as the discussions held on the strands reported on. When these indicators and outcomes

from the individual strands have been measured and implemented, an assessment tool will be created as a baseline for calculating where this institution is at any given juncture. This will lend itself in determining whether activities across campus are working or not and will help in making future informed decisions. The main focus of this tool will be to educate the faculty, staff and administrators for these students' future careers.

New Business:

Allan Richards

As the last meeting of the fiscal year, Dr. Richards thanked the commission again for their hard work this past year on behalf of the commission.

Adjourn:

A motion was made to adjourn the meeting by Mary Bolin-Reece and seconded by Druscilla Bakert. Meeting adjourned at 2:15pm.