MINUTES
Wichita State University – President’s Diversity Council (PDC)
DATE: April 6, 2016
TIME: 9:30a -10:30
LOCATION: Morrison Hall Conference Room

PRESENT: Stephen Arnold, President John Bardo, Mehmet Barut, Deanna Carrithers, Alex Chaparro, Jaya Escobar, Marche Fleming-Randle, Jean Griffith, Aaron Hamilton, Riccardo Harris, Moniqueka Holloway, Alex Johnson, Danielle Johnson, Krishna Krishnan, Rhonda Lewis, Gergana Markova, Kennedy Musamali, Quang Nguyen, Douglas Parham, Alicia Sanchez, Sarah Sell, Lyston Skerritt, Natasha Stephens, Johnnie Thompson, Natalie Toney, Robert Weems, Russell Widener

NOT PRESENT: Aaron Hamilton, Frankie Kirkendoll and Janet Twomey

I. Welcome – Dr. Bardo welcomed participants to the meeting and provided an update on recruitment and admissions activities. He indicated that the number of minority students had increased by almost 1,000 applicants however, challenges remained with translating increased minority admissions to higher minority enrollment.

To address this challenge, one university initiative is to streamline the process and minimize the number steps to reduce barriers to enrollment. President Bardo highlighted the work of WSU Consultant, Stan Henderson, and indicated that he would like to Stan to meet with members of the President’s Diversity Council. He highlighted Stan’s work related to the development of WSU’s Strategic Enrollment Plan which addresses a variety of challenges from student debt to targeted admissions processes. As part of the University’s efforts, President Bardo requested that a member of the President’s Diversity Council member participant in the University’s enrollment group.

II. President’s Diversity Council Updates – Deanna Carrithers, President’s Diversity Council Liaison, provided the following updates:

- Meeting Minutes – Deanna indicated that the minutes had been emailed to the Council for review. She requested any updates be emailed to her after the meeting otherwise, the minutes sent would be posted on the President’s Diversity Council website. In addition, Deanna requested that all members sign-in to ensure their participation is documented.
- Website – The President’s Diversity Council website has been launched and all President’s Diversity Council members have been encouraged to submit events and activities for posting on the website.
- Division Liaisons – Over the past month, several questions were received regarding university contacts for divisions. In response, the following divisions liaisons have been appointed:
  - Academic Affairs - Jean Griffith
- Administration and Finance - Frankie Kirkendoll
- Athletics - Alex Johnson
- Student Affairs - Riccardo Harris
- Research and Technology Transfer - Moniqueka Holloway

Similar to the College Liaisons, Division Liaisons would be responsible for meeting monthly with their Vice-President or designated representative to share Council updates along with sharing strategies to expand diversity on campus.

President’s Diversity Council Organizational Chart – The organizational chart has been updated with Council member assignments but also include newly appointed division liaisons along with organizational affiliates.

President’s Diversity Council Rack Card – The rack card is in the final stages of development. The PDC Council-wide marketing group is finalizing the photos and copies of the rack card would be made available soon.

Cross-Cultural Competency Training – The President’s Diversity Council is featuring new Cross-Cultural Competency Leadership Training. All Division/College Liaisons are asked to contact Kennedy Musamali to schedule training. As a part of the discussion, Kennedy provided an overview of the training and indicated that a short summary would be provided in the future.

Committee Feedback Process – Committee chairs were asked to consider options for providing feedback to ensure accountability to the goals and objectives of each group. Deanna indicated that committee chairs would be emailed regarding the process to determine how feedback would be received and provide to the Council in the future.

III. College Updates – College Liaisons were asked to provide an oral report on their meetings with their respective Deans along with any news from their Colleges. Updates from the Colleges were as follows:

a. College of Business – Discussions were held regarding increased recruitment and retention of female faculty within the College of Business. The Business Dean has agreed to review and explore access to resources for all minority groups to ensure all faculty have equal access to resources. In addition, conversations continue regarding the development of a mission statement related to diversity within the College

b. College of Education – Updates were shared regarding the long-standing history of the diversity committee within the College. In the past, the committee hosted brown bags to provide a forum for diversity discussions and networking opportunities in addition to serving as a forum to explore pedagogical ideas. The committee has been re-purposed to address a variety of challenges within the College and will be used in the future to assist with advancing diversity related initiatives in the College.
c. **College of Engineering** – The College of Engineering continues to develop a mission statement related to diversity and also are working to address concerns of minority students, specifically Hispanic students. The College student committee has identified support for Hispanic students as an area of concern are working to develop strategies to address these concerns.

d. **College of Fine Arts** – Updates included concerns regarding the number of faculty searches held as a result of the university budget situation. He indicated that budget concerns and the inability to fill positions would impact the ability to recruit and retain diverse faculty due challenging financial situation. In addition to the budget discussion, a diversity exhibit at the Ulrich Museum was highlighted. Faculty and staff were encouraged to attend to explore the topic of diversity through an alternative means.

e. **College of Health Professions** – The College is exploring options to address concerns related to military leave. To ensure the College is flexible to support the needs of students in the military, the College is reviewing current policies to ensure students have access to education after returning from leave. In addition, the Dr. Arnold indicated that updates were provided to key stakeholder groups within the College. Finally, the College continues to work on developing a mission statement. As the updated concluded, Dr. Arnold suggested putting together a committee to provide consistent statements across the university. During his update, Dr. Parham suggested that the process move a step further than developing a mission statement. Dr. Parham indicated that we need to ensure that all of our activities link to our goals and we need to be intentional about ensuring that our activities tie to our goals. It was stated that Dr. Arnold would lead efforts related to developing a mission statement and would reach out to Dr. Parham to ensure we are collaborative and purposeful in PDC efforts.

f. **College of Liberal Arts and Sciences** – Dr. Lewis indicated that the College had adopted the mission statement from the university strategic plan related to diversity to ensure the statement aligned with university efforts.

IV. **Committee Updates** – Committee Chairs or their designees were asked to provide an oral report on their committee meetings. Updates were as follows:

a.

V. **Upcoming Campus Events** – Dr. Marche requested updates from the Office of Diversity and Inclusion, Veteran’s Services, Tilford Commission and TRIO. Staff from each organization provided updates on current activities along with dates for future events. Specifically, the Office of Diversity and Inclusion would be sending their LGBTQA Resources and requested that the information be disseminated to all
of the PDC members. Also, Tilford Commission indicated that there would be upcoming events and would the information the near future.

As the discussion continued, Frankie Kirkendoll provided an update related to HR activities and she indicated that the HR department would be a key partner in supporting staff, faculty and students in diversity efforts. Through this report, Dr. Marche requested that HR be added to the President’s Diversity Council as an organizational affiliate along with the Office of Diversity and Inclusion, Tilford Commission and Veteran’s Services and TRIO.

As the discussion continued, several other Council members provided updates including Alex Johnson from the Athletics Department. Alex indicated that Cheer Squad and Dance Team tryouts are fast approaching and he would send the information related to the tryouts to Deanna to send to the Council.

VI. **Announcements/As May Arise** – Lyston Skerritt provided an update regarding the upcoming Student Sub-Committee. Flyers and posters were distributed to Council members to post throughout campus. This is a follow-up student meetings that have been held over the last several months. Also, Dr. Natasha Stephens shared an update regarding upcoming Title IX events including a Student forum, Title IX Campaign and Shocker Selfie contest.

VII. **Closing Remarks** – Dr. Marche Fleming-Randle closed the meeting by encouraging College Liaisons and Committees to continue meet and follow-up on requests made during the meeting. Due the robust discussion, Dr. Marche indicated that the agenda would be revised at the next meeting to ensure all agenda items were addressed in a timely manner.

VIII. **Adjourn** – Dr. Marche Fleming-Randle indicated the next PDC meeting is scheduled for Wednesday, May 4 at 9:30a in the Morrison Hall Conference Room and adjourned the meeting.