MINUTES
Wichita State University – President’s Diversity Council (PDC)
DATE: May 4, 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-Bhattacharjee, Marche Fleming-Randle, Jean Griffith, Aaron Hamilton, Riccardo Harris, Moniqueka Holloway, Danielle Johnson, Rhonda Lewis, Gergana Markova, Kennedy Musamali, , Douglas Parham, Sarah Sell, Lyston Skerritt, Natasha Stephens, Johnnie Thompson, Natalie Toney, Robert Weems, Russell Widener

NOT PRESENT: Alex Johnson, Krishna Krishnan, Quang Nguyen, Alicia Sanchez, and Janet Twomey

I. Welcome – Dr. Bardo welcomed participants to the meeting and provided an update on various university initiatives including a project with the Kansas Health Foundation and KMUW.

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

- President’s Newsletter Assignments – In the coming months, PDC subcommittees would be requested to submit an article for the President’s Newsletter. Deanna will provide additional information in the coming months regarding the process.
- 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.
- Summer Meeting Schedule – The President’s Diversity Council will meet as scheduled unless notified. Council members were encouraged to review emails from Deanna to receive updates.
- Cross-Cultural Competency Training – The President’s Diversity Council is featuring new Cross-Cultural Competency Leadership Training. All Division/College Liaisons were reminded to contact Kennedy Musamali to schedule training, if training had not been scheduled.
- Committee Feedback Process – Committee chairs were asked to submit their minutes as soon as possible if they had not already done so. Committee Chairs decided the previous month that submitting monthly minutes would be the preferred option.
- Benchmark Tool Development - Deanna indicated that the internal PDC marketing team had met and were reviewing options for a benchmark tool to
evaluate the effectiveness of the President's Diversity Council. Additional information regarding the tool would be presented in the coming months.

- **Interfaith Dialogue Dinner** – Deanna thanked President Bardo and Dr. Marche Fleming-Randle and PDC members for their efforts including sponsorship of the Interfaith Dialogue Dinner. Dr. Mehmet Barut also expressed appreciation as well.

- **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.

- **Meeting with WSU Consultant, Stan Henderson** – Dr. Marche thanked PDC members for participating in the meeting with Stan Henderson, WSU Strategic Enrollment Consultant. Council members indicated that they enjoyed the experience and looked forward to future conversations. Dr. Marche indicated that a second meeting would be held in the future. In addition, Dr. Marche announced that Dr. Rhonda Lewis would serve as the Enrollment Committee Representative as requested by the President.

- **Meeting with Cindy Claycomb** – Deanna mentioned that she met with Cindy Claycomb to ensure the efforts of the PDC align with the overall strategic plan regarding diversity. Deanna will be reviewing all of the College documents and would report back to the Council in the near future.

- **Graduation** – All PDC members were encouraged to attend graduation. Council members were reminded that it is important to be present and Deanna and Dr. Marche indicated that they hoped to see as many PDC members as possible at graduation.

### III. Committee Updates

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

a. **Retention and Engagement** – Dr. Gergana Markova indicated that the committee had met and were working to prioritize the goals of the committee. She indicated that committee minutes had been submitted and additional updates would be provided at future meetings.

b. **Enrollment/Admission/Recruitment (EAR)** – Aaron Hamilton indicated that admission was working to advertise university services through a variety of listings. He indicated that he would like to work with the WSU Foundation to solicit funds to expand services. Also, he mentioned that the group would be working on a recruitment plan with the Hispanic Chamber of Commerce. Also, he indicated that tours would occurring with Kaw Valley and the admissions office would be partnering on this event to provide resources.

c. **Marketing and Communications** – Sarah Sell indicated that the committee had met and were reviewing internal and external websites for content regarding diversity and would be making recommendations in the future. Also, the committee is working to identify dates for the Diversity Showcase. Dates and details for the event would be forthcoming.
d. **Benchmarking, Research and Analysis** – Dr. Robert Weems indicated that the group reviewed the mission of the subcommittee and determined that focus of the committee would be to collect data for the goals that relate to the committee. He shared that discussions were held regarding a potential diversity survey. The committee continues to discuss the scope and focus of the survey and would provide details in the future.

e. **Campus Culture and Student Outreach** – Lyston Skerritt provided extensive information regarding the work of the subcommittee. He indicated that a report would be compiled regarding the findings of the committee. The committee had identified several challenges throughout the campus including enrollment for international students, first generation admissions and in addition to other challenges. The committee was working to identify partners to develop solutions along with recommendations for solutions.

IV. **Division Updates** – Division Liaisons were asked to report on their meetings with their respective Vice-Presidents along with any news from their Divisions. Updates from the Divisions were as follows:

a. **Academic Affairs** – Dr. Jean Griffith indicated that should be meeting the WSU Administration and Leadership pertaining to issues related to diversity within Academic Affairs. She mentioned that a report was being generated to support increasing diversity within WSU’s applicant pools.

b. **Administration and Finance** – Frankie Kirkendoll mentioned that the HR department was taking the lead regarding diversity within the division. She highlighted that HR was working on diversity training in addition to exploring avenues to work with the public. Frankie mentioned that HR was purchasing a diversity webinar and would send the information to Deanna to disseminate to the group. Lastly, Frankie mentioned that HR is hosting monthly lunch and learn’s regarding the USS to UP transition in addition to providing updates regarding CBIZ.

c. **Athletics** – Dr. Marche provided the update for Athletics. She indicated that Council members would be participating in Dance Tryouts in the coming weeks. Dance Team tryouts were scheduled for May 13 and 14. Also, President Bardo dispelled the rumor that WSU was changing conferences. Any notification regarding a change in conferences would come directly from himself.

d. **Student Affairs** – Riccardo Harris met with Dr. Sexton, Vice President for Student Affairs, and indicated that there was a strong commitment to diversity within the division. He indicated that Dr. Sexton looked forward to partnering with the PDC in the future.

e. **Research and Technology Transfer** – Moniqueka Holloway met with Dr. Tomblin, Vice President for Research Technology Transfer, and indicated there was a strong commitment to diversity. She indicated that emphasis would be placed on serving international students, staff and training regarding future priorities for the division.
V. **College Updates** – College Liaisons were asked to 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 continue to be held regarding strategies to increase diversity. She indicated that discussions were a challenge but the Dean of the College was supportive of recommendations and efforts to move the College forward.

b. **College of Education** – Dr. Thompson met with the Dean to discuss College plans for expanding diversity efforts. Dr. Thompson indicated that a retreat was upcoming and would share highlights of PDC activities.

c. **College of Engineering** – The College of Engineering is working with the Veteran’s Office to coordinate and update policies for returning Veteran’s. Veteran students have expressed concern that there have been challenges to re-enrolling after military service.

d. **College of Fine Arts** – Russ highlighted updates revisions for hiring processes. He indicated that questions were being asked regarding experience with diversity. Also, he indicated a video was being developed for recruiting diversity being highlighted.

e. **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.

f. **Honors College** – Dr. Parham indicated that the Honors College was working on diversity efforts through the Faculty Fellows Program for the College. In addition, he indicated that there would be an upcoming reception for undergraduate research and looked to highlight diversity efforts for the reception.

VI. **Upcoming Campus Events/Announcements/As May Arise** – Dr. Alex Chaparro provided an overview of his Aging Grant program and encouraged PDC members to encourage students to apply. He indicated funding would be available in July. He also shared that students would be working with him this summer to gain applied research experience. In addition to Dr. Chaparro, Dr. Natasha Stephens indicated that voting for the Title IX campaign was still open and encouraged PDC members to share with others and to vote themselves. As announcements continued, Sarah Sell encouraged PDC members to share and participate in Green Zone training. Registration for training could be completed on the WSU training registry. Finally, an announcement was made that the Passage to Success program was begin in the near future. The Passage to Success program serves as a start to a university bridge program and WSU staff were excited for the program to commence.

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.