Eastern Kentucky University

Institutional Diversity and Inclusion Planning Committee Retreat

Meeting Minutes

February 6, 2015

Members Present: Barksdale, Gary; Botts, Theresa; Elrod, Preston; Forde, Timothy; Gallien, George; Goggins, Shana; Gomez, Liliana de Coss; Gray, Terry; Holmes, William; Hunter, Sandy; Johnson, Wardell; Jones, Kevin; Makinen, Bryan; Miller, Gladys; Morris, Brett; Naugle, Kim; Nguyen, Minh; Nnoromele, Salome; Powell, Norman; Rezaie, Jaleh; Strauel, Jennifer; Thompson, Sherwood; Xiao, Qian; Zaragoza, Socorro; Zeigler, Sara

Regrets: Gernert, Jessica; Palka, Gene; Scarambone, Bernardo

1. 9:00 AM - Welcome by Dr. Sherwood Thompson

Opportunity for your dreams to come true. Appointed duty to be a facilitator for your dreams to come true. This is the kick off for something bigger than what we are – compliment all of the brilliant plans of the President, his Cabinet, as well as the community, students, alumni, and the faculty. We have the resources to dream the big dream, to the impossible to the possible, and to do things to make EKU the premier institution not only in our region and state but in the history. The task is bigger than diversity, bigger than equity, bigger than inclusion, it’s about changing the personality of the University.

2. Committee Charge by Dr. Laurie Carter on behalf of President Benson

This is a new beginning for us and I could not be more pleased to have Dr. Thompson leading the effort. When the President asked him to step up, he readily accepted and has very quickly moved efforts forward. We are in very good hands. We know that your commitment to this process will make difference in how EKU moves forward and its efforts for diversity and inclusion. We are confident that they work you will do is exactly what the University needs. Thank you for serving on this committee, thank you for giving of your time and talents.

Committee Charge:

1) Review, evaluate and develop recommendations for establishing an institutional program with clear and measurable goals.
2) Establish specific goals to increase diversity awareness and involvement among students, staff, faculty and alumni.
3) Develop a sustainable diversity plan that aligns with the university strategic plan and external accreditation agencies’ diversity requirements.
4) Develop initiatives that address international students and faculty with the aim of identifying and recommending global educational opportunities.
5) Identify strategies for increasing diversity hires among faculty and staff at all levels of the university.

3. 9:20 AM Sherwood Thompson – Direction

a. Appreciative Inquiry. We will proceed with a strength based framework. In our commission, we are charged with looking at the positive items and strengths that EKU offers. Building on that strength and the weaknesses will give way. Dr. Thompson identified resources that will be available in Jones 407 as the committee completes its work.

Dr. Thompson anticipates are that in March or April we can find the resources to send a team to Case Western Reserve to receive the training and certification in Appreciative Inquiry. The team will be trained in how to shape our University training component to move forward in with positive inquiry.

b. Self-directed Work Teams (SDWT). When you leave today, you will have a conception of where your interest lie. You will then go out into the community and find as many people as you can with the same interest and form a work team. Dr. Thompson’s responsibility will be to coach, facilitate and to be a resource. This will give us cross-campus representation. Your teams will work without a facilitator, giving you 100% ownership of the product. Your teams will give the recommendations that will be vetted and sent for outside readers to review, then to central administration for their comments. The final recommendation and plan will be submitted to the President about July. Please share the additional names of members of your SDWT. The SDWT process allows for greater participation by a larger segment of the campus community.

c. Two Diversity Summits on Campus

- One in March and one in April give the entire university community and external stakeholders an opportunity to participate and share their comments
- 4-D Cycle: Discovery, Dream, Design, and Destiny is a tool of AI
- SOAR: Strengths, Opportunities, Aspirations and Results is a tool of AI

d. Kevin Jones will serve as content coordinator. The combined materials will represent our goals, strategies, Diversity Strategic Plan. The University Diversity Strategic Plan will align with The Council on Postsecondary Education, the colleges’ accreditation agencies, and the community. Shana Goggins, the office GA, will assist Dr. Jones with researching best practices and other diversity resources for the planning committee’s diversity data dashboard

e. 9:30 AM to 12:00 Noon - Stefanie Ashley and Karen Russell of the EKU Facilitation Center worked with the committee to identify:

- Definitions of diversity, equity and inclusion.
• One of EKU’s greatest problems and the opposite of the problem (silver lining).
• EKU’s greatest strengths relative to diversity, equity, and inclusion.
• Committee’s areas of importance: funding, Latino Students, connections, diversity in curriculum, internationalization, mentorship programs, student ambassadors, educate everyone, LLC in each resident hall, and environment/campus climate.

f. 1:00 PM to 3:20 PM Afternoon session identified seven self-directed work teams (SDWT)
   1) Environment/Campus Climate
   2) Recruitment and Retention of Students
   3) Recruitment and Retention of Faculty
   4) Recruitment and Retention of Staff
   5) Development/Funding
   6) Policy/Curriculum/Intervention
   7) Town & Gown

Adjournment: 3:30 p.m.