

Diversity Council
Thursday, January 27, 2011
Dogwood B
11:30 a.m. – 1:30 p.m.

Attending:

Patty Blackwell, Facilities Services
Pam Davis, Director of Human Resources
Jan Hargrove, Director of Teaching Fellows
Danny Green, Associate VP for Enrollment, Diversity Council Chair
Donna Knott, Secretary to Council
Sarah May, Apartment Manager, The Oaks
Kevin Morrison, Associate Director of Study Abroad & International Student Advisor

Not Attending:

Dorothy Ashworth, Alumna Representative
Brittany Frieson, Student Representative, SGA Unity Chair
Cameron Johnson, Art Instructor
Miranda McCall, Assistant Director of Financial Assistance
Wetonah Parker, Professor, School of Education and Director, Teacher Education
Tomecca Sloane, Director of Commuter Life and Diversity Programs
Allyna Stone, Alumna Representative

Guest:

Megan Greer, Co-Director of Admissions

S Y N O P S I S

Welcome- Danny welcomed members and guest Megan Greer.

Lunch Discussion – Diversity issues in the news. Recent headlines continue to spotlight world situations where basic human rights are given little or no consideration. As the discussion unfolded, members discussed myopic views of bias, questioned the rights of big business—when do decisions infringe on individual rights, and discussed thoughts on the tipping point for taking action. Best practices for the institution would be to make valued-oriented decisions following values stated in the College’s Mission and Value Statement.

Recruitment strategies for increasing diversity – Megan Greer shared information about new and on-going recruitment initiatives. The Meredith Hues Program is now a recognized student organization for freshmen students. All members from the charter year returned as sophomores and a couple are serving as officers to the organization this year. Local strategies will again focus on Hispanic recruitment in large part due to a College Access grant from the NCICU. New international recruitment efforts will include

participation in online college fairs in China, Southeast Asia and India. The admissions web site has been enhanced with student videos in multiple languages and there is a Spanish language option for parent information. There is a new web page for international students. Fall 2010 diversity enrollment increased by 4.7% over fall 2009. The international student enrollment almost doubled with the fall 2010 class with 29 students coming from 15 countries.

Staff/Faculty Demographics – Pam Davis shared racial demographic information of employees. The campus has seen no improvement in diversity of its personnel. Members discussed whether the faculty and staff make up of the college was representative of our area or state. Collection of additional data would serve well in measuring the extent of hiring practices. Diversity goals for personnel are not defined and members discussed the possibility of addressing this need through the Strategic Planning Committee. Ideas were shared with Pam about enhancing Meredith’s commitment to diversity statement, hiring practices, and development of review criteria of why prospective employees were not selected.

Understanding Gender Issues Committee Update – Guest Ann Gleason and member Tomecca Sloane provided an update of what the Gender Issues Committee has revealed as they work through understanding the issues faced by the transgendered population. Once gaining a better understanding, the committee anticipates making policy recommendations for the campus.

Diversity Grants – Members were provided copies of the grant application, outcomes report, and last year’s grant announcement. March 14th will be the deadline for this year’s applications. No recommendations for change to the application or outcomes report were received. Members were offered the opportunity to provide input for change through February 4th.

Study Circles – One session of Study Circles will be conducted, those being offered on Tuesdays— March 15, 22, 29, April 5, 12, and 19. Miranda McCall will take the lead assistance from others. Members reviewed last year’s campus announcement. Dates will be changed but no other recommendations for change were made.

Announcements – None

Next meeting – Thursday, February 24, 2011 – 11:30 a.m. – 1:30 p.m., Dogwood B.

The meeting adjourned at 1:30 p.m.

Respectfully submitted by Donna Knott