

**Commission on Equal Opportunity and Diversity
Monday, May 9, 2005**

Minutes

Present: Ray Plaza, Pat Hyer, Susanna Rinehart, Ben Dixon, Michael Goode, Laura Hickerson, David Travis, Ross Edmonds, Monika Gibson, Susan Anderson, Maxine Lyons, Craig Brians, Cynthia Bonner, Kim Beisecker, Annette Booker (for LaChelle Waller), Shamiso Rowley (for Hayward Farrar), Susan Willis-Walton, Jon Wooge, Leon Geyer, Jean Brickey, Darleen Baker, Devi Gnyawali, Mary Madis

Absent: Jeff Mann, Edwin Larroy Rodriguez, Marilyn Kershaw, Hassan Aref, Sam Cook, Patcharee Phongsvirajati, Brandon Smith, Ruth Grene, Linda Woodard, Valerie Hardcastle

Guests: Mary Grace Campos, Ellen Plummer, Jennie Reilly

I. Adoption of Agenda

The agenda was approved as presented.

II. Chair Report

Ray informed commission members that Policy 1025 passed University Council. He then asked for nominations for chair. Ray was nominated and accepted. A question was raised regarding Ray's status at the university. If he remains employed in a full time position, he can serve as chair. If he chooses to be a full time student, he can still serve his position as representative from the Hispanic Caucus but would not be able to serve as chair. If he is no longer at Virginia Tech, a new chair can be elected at the first meeting in the fall. Four names were forwarded to President Steger to select for the two CEOD at-large seats. The president selected Sam Camden and Gresilda Tilley-Lubbs. The commission now needs to elect two at-large representatives for University Council. One seat is for a student and the other for a faculty or staff member. There were three applicants for each seat. Members will be forwarded the application information and will need to let Alicia know their selections for each position. These are one-year terms and it was determined that they should be encouraged to attend and participate in CEOD meetings.

III. Old Business

How to Guide – VT Principles of Community

Ray shared a revised guide of this working document. He envisions that when it is complete, it would be available on the website so people can get ideas on how to implement the principles and respond on things they are doing. Discussion began with how to use the principles with student organizations. Michael Goode said some student recommendations included having a University Student Leadership Award tied to the principles, sharing copies with all student organizations, providing training for students, and encouraging organizations to adopt them in their constitutions. Kim Beisecker shared what the leadership team in student affairs discussed regarding the principles. There was some concern over mandating anything for registered student organizations given their loose relationship with the university. They did recommend having some type of modular training that would be easy to use and possibly tied to some incentive. It will be part of the Summer Leadership Employment Program.

Another member recommended having an information table on the VT Principles at the Student Organizations Showcase. Additionally, Susan Anderson suggested somehow having there be a tie in with Student Budget Board so that if student organizations are getting funds from the

university, then we can require them to do something related to the Principles. Ben suggested that we should consider rewarding what student organizations do with respect to the VT Principles. Conversation moved back to the faculty and classroom with a reminder that if the principles are posted in the classroom, they need to be checked on a regular basis for maintenance/upkeep. Additional questions arose about faculty training. Shamiso suggested that have diversity to a main workshop as part of FDI and incorporate the VT Principles in that. Ben commented that work is being done on a faculty professional development program that could include the principles.

Monika stressed the importance of people living by the principles and modeling them in their every day lives. A question was raised regarding how the guide will be used. Ray responded that once it is more fully developed, it will be distributed to diversity committees, deans, and vice presidents. It was suggested that examples be included on how administrative units and department heads can incorporate the principles as part of their routine operations. Additionally, items that are considered as minimum should be noted. Ellen recommended that a small group convene to try to add introductory statements for each section and edit the document further so that it can be reviewed and finalized at the start of fall. Kim Beisecker and Jean Brickey agreed to work on that project with Ellen.

IV. New Business

Preliminary Overview of Exit Survey Data

Susan Willis-Walton provided an overview of the data that has been collected from exit surveys of individuals who have left the university. There were 308 completed surveys returned with a response rate of 42% for faculty and 48% for staff. The next wave of surveys are coming in now and that data will be compared, where appropriate, with this data and also with some of the information gathered from the ADVANCE grant survey. When the report is completed, it will be posted on the website and they expect to do presentations for groups like Faculty and Staff Senates as well as the Commissions on Staff Affairs and Faculty Affairs.

VII. Announcements

Ray presented outgoing commission members with certificates and thanked everyone for their participation. Ben thanked Ray for his leadership and stressed the important role of the commission at the university and commended members for the high quality of work completed. The meeting was adjourned at 12:08 p.m.

Respectfully submitted,

Alicia P. Cohen

Secretary to the Commission on Equal Opportunity and Diversity