

University Diversity Committee Meeting
January 20, 2016
SC 102 @ 2:00 PM

Attending:	Dr. Michael Mitchell, Chair	Dr. Jonathan Scammell
	Dr. David Johnson	Dr. Diane Abercrombie
	Ms. Pamela Henderson	Mr. Mike Haskins
	Dr. Alvin Williams	Mr. Ravi Rajendra
	Dr. Harold Pardue	Dr. Angela Coleman
	Dr. Joe'l Lewis	Mr. Dewitt Ford
	Dr. Gordon Mills	Dr. April Taylor
	Dr. Cynthia Wilson	Dr. Juan Mata
	Ms. Jean Tucker	

Dr. Mitchell welcomed everyone and asked each person to introduce themselves, their department and explain what they could do for the university. Dr. Mitchell advised the committee that three students had been added to the Diversity Committee list, the three being as follows:

1. Mr. Ravi Rajendra representing SGA
2. Mr. Dewitt Ford representing AASA
3. Mr. Jang Najmi representing CISO

Dr. David Johnson was introduced and asked to present a historical perspective and the changes that have taken place since 1963 when the university was established. The University followed the 1986 Knight vs United States case until it was agreed upon to draft a Diversity Plan for the university to monitor the progress toward the goals of the Strategic Diversity Plan. He explained that the overall purpose of the diversity committee is two-fold: first to insure that the university becomes more diverse and second is to make the university more attractive and inclusive community for all races, ethnicities, faiths and cultures.

Dr. Gordon Mills distributed and explained the diversity plan assessment of progress by the institution in enhancing diversity and/or moving toward its goals, with an emphasis on the representation of African-American faculty, EEO-1 level administrators and students.

Ms. Pam Henderson showed the committee a video on Diversity in the Workplace.

Dr. Mitchell passed out goals that were pulled from the Strategic Plan from 2007 and asked that the committee review the entire plan at the website for the Strategic Diversity Plan. He would like to have a subcommittee in place to review the Strategic Plan and recommend changes to revise the 2007 plan.

Dr. Mitchell discussed upcoming initiatives and suggested bringing back the welcome reception for new African American and underrepresented faculty. The committee also discussed the possible formation of a Black Faculty/Staff Association at USA. A subcommittee will be meeting to move the idea forward. It was suggested that the committee look at other universities and their perspectives on diversity.

Dr. Mitchell distributed a flyer with all the black history events that will take place during the month of February. He thanked everyone for attending and also for their willingness to be a part of the University Diversity Committee. He then announced that the next meeting would be February 16th. The location of the meeting had not been determined.

Meeting adjourned