

**Faculty Diversity Committee
Minutes, September 19, 2007**

Members present: Heather West, A&S; Jonathan Davis, Education; James Taylor, Black Heritage Association; Marcia McCormick, Law; Frank Thielman, Divinity; Harold Goss, Library; Tim Welty, Pharmacy; Cindy Kirk, Metro; Joe Scrivner, A&S; Nancy Whitt, A&S; Sharon Jackson, Business.

1. Joe Scrivner announced a planned consultation with Lewis Shepherd, an African American pastor who served as advisor to the president at Ouachita working on diversity issues. The committee has not received his CV as yet, but Andy Westmoreland is acquainted with him. He will consult with various groups on campus beginning with the Diversity committee, which may have recommendations and will be kept informed of his plans.
2. Following Shepherd's report, a quantitative survey will be made; the instrument is still to be chosen.
3. All faculty committee members are to look at the handbook description, goals and activities of their committee for the senate executive committee. Discussion included the statement that unless somebody is made accountable to ensure equity and diversity, neither is likely to occur. The committee will look at the goals and language of the Diversity Committee at the next meeting of the committee.
4. Tim Welty recommended that we look at the website: <http://www.saltermcneil.com/index.asp>. This company consults with universities on diversity issues from a Christian perspective. Marcia McCormick recommended the article: Alexandra Kalev, et al., Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies, 71 American Sociological Review 589-617 (2006).
5. Heather West brought a concern to the faculty committee regarding an off-campus student of color with limited transportation who was humiliated by student members of a biology group with which she was supposed to be working. The question was raised as to what our committee could/should do. Discussion was inconclusive.
6. A second concern centered upon the problem of coordinating and networking among International Students. While Marigene Chamberlain's office is working on this problem, it is felt that larger efforts on the part of higher administration and others should be made to ensure that students had such ordinary opportunities as rides off campus. Tim Welty noted that students are welcome to join international students' activities at UAB.
7. Cindy Kirk introduced Father Alex Steinmiller C.P., president of Holy Family Cristo Rey Catholic High School and Scott Denton, Director of Advancement at Holy Family Catholic High School. Fr. Steinmiller is part of a community called

“The Passionists,” formed to take the love of Christ to the most abandoned. As such, they have established or assumed sponsorship of schools in five U.S. cities under a plan called “Life Directions: Beacon of Hope,” to help young men and women overcome the loss of motivation they so often feel when life opportunities seem lacking. They have formed schools in which 95 per cent of *high school* students from the poorest communities are expected to graduate from *college*. Holy Family, which was established in 1943, was developed into a Cristo Rey school this year, being one of three conversion schools, rather than a school established by the Passionists. The grand opening of the school was on August 9 with 80 students enrolled. The school is innovative in that students take college preparatory classes for four days a week and intern at a corporation on a fifth day. Students are taught behavioral skills and are put in work places, such as banks, insurance firms, nonprofits, doing real work and learning about wider worlds with which they have had no experience. Benchmarks are set and every student is supervised. Students are paid \$5,000 a semester, which helps pay for their tuition and teaches students a life lesson in working for what they receive. In addition their parents pay what they can up to \$2,000 a year. The Bill and Melinda Gates Foundation is a sponsor.

8. Committee members expressed an interest in forming a close relationship with Cristo Rey, seeing this relationship as a way to become more closely involved in the Ensley (western Birmingham) community, as a way to recruit students to Samford from that community, as a way to form closer ties with the Catholic church, and as a way to perform Christian service to the most needy in Birmingham. Harold Goss will seek to find ways students may gain access to the library and offered to give classes in the use of library resources. But the committee believes that a close relationship with the school ultimately rests with the President and Nancy Whitt was designated to send the Cristo Rey material to Dr. Westmoreland and to Dr. Latham, encouraging them to arrange a meeting with Fr. Steinmiller and Mr. Denton to explore ways Samford may become involved with Holy Family High School.
9. The Committee proposes that Dr. Westmoreland and Dr. Latham meet with Fr. Steinmiller and with Mr. Denton. Nancy Whitt will contact them.