

**Diversity Committee  
SAMFORD UNIVERSITY**

<b>DATE OF MEETING: October 22, 2008</b> <b>STARTING TIME: 3:05 pm</b> <b>ADJOURNMENT: 4:28 pm</b> <b>SECRETARY: Jonathan Davis</b> <b>APPROVAL OF MINUTES:</b>		<b>COMMITTEE: Diversity Committee Meeting</b>  <b>MEMBERS PRESENT: Erika Cretton-Scott, Jonathan Davis, Harold Goss, Cindy Kirk, Marcia McCormick, Joe Scrivner, Jim Smisek, Robert Smith, Heather West, Nancy Whitt</b>		
Agenda Item	Discussion Outcomes	Follow-Up Needed	Delegated To	Date Completed
<b>Old Business:</b> <b>Approval of Minutes</b>	No changes noted; approved by consensus.			
<b>Cristo-Rey School</b>	Update on lunchtime visit, other news? Cindy Kirk reported that the school is flexible re: hosting the committee, and we tentatively set November 12, from 2:30-4:30pm, for a trip to visit the school. This visit will be small and informal, perhaps laying the groundwork for another visit in the Spring.	X	Cindy will follow-up with details re: travel and final arrangements.	
<b>Hiring of Univ. Diversity officer</b>	<p>Dr. Creed will met with us during the second part of our meeting, and we discussed the job description for the Director of Diversity and Intercultural Initiatives, as well as the revised committee description (see below).</p> <p>Our suggested revisions:            We thought that the Diversity Director should work collaboratively with all appropriate groups to recruit, orient, and retain multicultural students. (6th bullet point under duties, etc.)</p> <p>We recommended that the Diversity Director be given an elevated title and/or required to have a doctoral degree to maximize the director's impact and agility in the academic hierarchy.</p> <p>In support of the director, the committee suggested a dedicated assistant, though I think we understood the position would be supported sufficiently through a pool of staff.</p>	X	Jonathan will follow up with Dr. Creed in Spring semester to check status of budget, position plans, etc.	
<b>Former Minority Scholarship</b>	Joe requested that Dr. Creed follow-up on Samford's response to the interested parties at the 6 <sup>th</sup> Ave. Baptist Church (e.g., Mrs. Porter).	X	Dr. Creed will contact Randy Pittman to follow-up	10/23/08

<b>Assessment of Univ. Climate</b>	<p>Joe S. reported that the breakdown of student diversity by school is now available on the website, so the reporting related to Dr. Shepherd's visit seems complete.</p> <p>Jonathan reported that Dr. Latham's efforts to find an instrument for a campus-wide climate survey have been slowed by staff changes but are still progressing.</p>		X	Jonathan will follow up with Sarah Latham before our next meeting.	
<b>Supporting New Minority Students</b>	Joe S. noted the social scheduled for 11/11, and discussed his efforts to reach out to the majority of African-American students through contacts in both Athletics and the Black Heritage Association. Discussed the possibility of planning other events, such as a forum for students and/or faculty incorporating minority alumni of primarily White, private Christian colleges.		X	Joe will obtain list of African-American students for contact by committee members	
<b>Work with Administration, Staff, and Students</b>	Updates on Gender Salary study tabled until the next meeting. Dr. Creed noted that the Staff Advisory Council may be unaware of their position on the committee.		X	Nancy will contact Ken England	
<b>Announcements</b>	Dr. Creed noted that several opportunities for international exchange with China and Germany are planned for the Spring. In addition, he noted that the Ford Foundation fellowship plans have been put on hold for this year, until a qualified science faculty member is found.				
<b><u>New Business:</u> Re-revision of Handbook Description</b>	Dr. Creed ran our handbook description by more legal counsel and requested additional revisions. We incorporated these revisions, primarily. After some discussion of the usefulness of multiple chairs for this committee, we agreed to remove that requirement from the handbook after Dr. Creed noted he was open to having additional committee members attend meetings and other functions to which committee chairs were invited. The committee decided to adopt this policy/practice.		X	Jonathan will forward revised description to Dr. Creed.	10/24/08
<b>(please send additional items to <a href="mailto:jcdavis1@samford.edu">jcdavis1@samford.edu</a> )</b>					
<b>Next Meeting</b>	11/19/08 @ 3pm, Div S111.				
<b>Adjournment</b>	The meeting was adjourned at 4:27 pm.				

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Chairperson

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Approval Date

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Recording Secretary

\_\_\_\_\_  
Date