CODRE Minutes

December 14, 2012 Page One

Present: Suraj Alexander, James Brown, Brian Buford, Valerie Casey, Phyllis Clark, Fannie Cox, Faye Jones, Kenyatta Martin, Mary McMullen, Sharolyn Pepper (for Joy Carew), Charles Sharp and Erika Stith Mordean Taylor Archer, Marian Vasser, and Georgette Moore **Guest**: Hank Bullitt

Absent: Nancy Barr, Vickie Bridgeman, Dewey Clayton, Sam Connally, Nannette Dix, Shelia Marable, J. P. Mohsen, Cathy Patus, Paula Soder, Valencia Richard, Martyna Warren

<u>Minutes</u>: Charles Sharp made a motion to approve the November minutes. The motion was seconded by Fannie Cox. Motion passed after vote.

<u>Chair's Remarks</u>: Chairman Brown reported to the Commission that he attended graduation last night and that it was a very rewarding event.

- <u>SWOT Analysis</u>: At the Executive Leadership Committee meeting, Chairman Brown and COSW Chair Valerie Casey spoke briefly to Provost Willihnganz and she requested that CODRE be given additional time to provide feedback on the SWOT analysis. The same was requested of the Commission on the Status of Women. The template was distributed to CODRE's full body on Dec. 3, however, if anyone would now like to submit any information please send it to Georgette. Comments will be kept confidential.
- Reception: An outstanding reception was given for Sherron Jackson (CPE) by Dr. Taylor-Archer. Jackson is retiring from his position at the CPE.
- Women's Empowerment Luncheon: CODRE Commissioners who attended the Women's Empowerment Luncheon sponsored by the Women's Center were thanked for their support. Those who attended were: Chairman Brown, Nannette Dix, Shelia Marable, Mary McMullen and JP Mohsen and Georgette Moore.
- <u>Awards</u>: CODRE contributed funding toward the Celeste Nichols Award. Students who received the award are: 1) Erin Ruth McCoy; Major: Ph.D Humanities (emphasis on Cultural Studies). 2) Laneshia R. McCord; Major: Social Work, Doctoral Candidate and 3) Erica Caton; Major: Social Work, PHD Program. CODRE also nominated Dr. Vicki Hines-Martin for the Tachau Award that is also given annually. The recipient of the Tachau award was Professor Shelley Santry (Law School).
- **CODRE webpage**: The Communication Committee hopes to have our updated version in place by February 2013.
- <u>Search Committee Representation</u>: Chairman Brown reported to the Commission that he and Vice Chair Charles Sharp met with University Provost Shirley Willihnganz on November 27. They discussed CODRE's written request to have representation on all future search committees (at the level of Deans and VPs positions). Brown read Provost Willihnganz's response letter to CODRE approving the request.

It is of grave concern that there are very few if any African Americans at all in the pools. CODRE's charge will be to look for the best person for the job and who is also African American; the first emphasis of course being "the best person" for the job. Chairman Brown's letter to the Provost identified Dr. Dewey Clayton and Dr. Charles Sharp as persons willing to serve on search committees. Professor Fannie Cox expressed her interest in serving on these searches in the future. Other CODRE commissioners who are interested in serving are invited to let the Chairman know of their interest.

Committee Updates

<u>Team SEC</u>: The Student Engagement Committee (SEC) met with five student groups a week ago about student issues and how CODRE can help and how CODRE can be an advocate. SEC dialogue was very well received. They will host monthly meetings beginning in January 2013.

RSOs in attendance at the last meeting were Women 4 Women, UofL Cycling, Commuter Students Association, ABS (Association of Black Students), AIRC (American International Relations Club), A&S I-Comm Team and CONECT Mentoring Program. When SEC Chair asked if minutes of meetings were being kept, it was affirmed that they are. Diversity Programming Chair, Fannie Cox, asked that the 30 day (request for funding) rule be reiterated.

- <u>Signature events</u>: Discussion was considered regarding whether funding should be allocated annually for signature events for AASF at the beginning of the school year (taken off the top). Students agreed that funding should be allocated for signature events. The two signature events are:
 - Celebrating the Legacy Banquet and
 - Graduation Celebration
- SEC Chairwoman, Phyllis Clark will be attending *Dollars for Scholars* this afternoon and will share the information she receives at the next CODRE general meeting.

MLK Jr. Day: CODRE guest, Hank Bullitt, informed CODRE that the African American Theatre Program & the Office of Business Affairs will present Dr. Martin Luther King Jr. Day Commemoration on Monday, January 21, 2013 at 1:00PM in the Playhouse. Due to the great absence of UofL African American faculty and staff a special appeal was made that African Americans attend this event. The majority of attendees are from the Louisville community. Although AATP does need financial support the primary reason for the appeal is attendance. Diversity Programming Chair has had a discussion with Dr. Deanna Thomas about financial support. Note: It was noted that one possible reason for lack of participation is that African American employees may be participating in other events within the community and at their local churches. Perhaps changing the date at UofL might be considered in the future.

<u>Diversity Programming Update</u>: Diversity Programming Chair reported that only one new request was approved since her last report – \$850 (Cultural Center). Another request is pending; the Women's Leadership Conference scheduled for May 2013. It is pending because their contact (Melissa Long Shuter) must complete publicity requirements. To date Diversity Programming has expended \$8,450.00; there is a balance of \$7,550.00.

Campus Environment Team

<u>Diversity Plan Assessment</u> - The Diversity Plan Assessment has replaced the Kentucky Plan which was focused on African Americans. The Diversity Plan Assessment focuses primarily on African Americans and Hispanic/Latinos. There has been more growth within these two groups in three Kentucky counties of Jefferson, Oldham and Trimble. Dr. Taylor-Archer circulated a summary of the plan at today's general meeting. Commissioners who were not present but would like to have a copy of the summary may contact Georgette.

- Dr. Taylor-Archer met with Michael Mardis and Angela Koshewa to develop a statement for student.
- <u>InterVarsity for UofL International Students</u>: The Intervarsity Interfaith Center (IIC) has several programs for helping new international students, including airport pickup, helping apply for a Social Security Number, shopping, etc; the IIC can be contacted through the International Center. Participating in IIC's American Family program puts international students in touch with a local family.
- Michael Anthony has resigned his position as Director of the Cultural Center effectively January 3, 2013. Phyllis Clark has agreed to serve as interim director of the Center until the position is filled. A national search will be advertised soon; the position will be filled by July 1, 2013.

Faculty Concerns Update: No report was given.

Staff Concerns Update: No report was given.

BFSA: The BFSA is working to fill liaisons for each unit. Of 22 available spots, 14 have been filled. Dr. Ricky Jones has agreed to co-Chair BFSA.

<u>COSW Update</u>: COSW Chairwoman Valerie Casey reported that the COSW has finalized their goals which are now ready to be submitted to the Provost and President.

<u>Title IX</u>: The COSW EC has scheduled a meeting on Dec. 19 with Vice President Larry Owsley and HR Vice President Sam Connally to discuss changes in Title IX and the impact changes will have on the University. Casey noted that CODRE may want to consider having someone come and address their full body regarding what the implications of Title IX are for diversity.

• <u>Campus Climate Ad Hoc Meeting</u>: Members of the COSW's Campus Climate committee will be meeting with Bob Goldstein regarding issues that can be incorporated into their goals.

<u>Women's Center Update</u>: The Women's Center will sponsor a Human Trafficking Conference at the *Red Barn* on January 16, 2013 from 6:00-8:00PM. *Modern Day Slavery: Breaking the Chains* featuring Theresa Flores, a victim of human trafficking will be presented. This event is a fundraiser to help UofL women students attend a trip to Peru to learn about women who have fallen victim to sexual violence and human trafficking.

Members of CODRE were invited to attend the January 16 conference. Fees are \$15 for faculty and staff and \$7 for students. **Note**: If CODRE's membership is not available to attend, perhaps the Commission would be willing to sponsor students.

Women's Center's Women Leadership trip to Peru will take place from July 3 through July 12, 2013. Applications are now being taken. The deadline for applications is January 31, 2013. The total cost for the trip is \$3,770. It includes airfare, travel and lodging. Note: Electronic information will be forwarded to CODRE.

Casey was asked if it were possible to have speakers come to speak at HSC. She agreed to make inquiries.

<u>LGBT</u>: Former UofL employee, Patricia Spearman, became the first openly gay woman to be elected to the Nevada legislature. Pastor Pat is also the second African American woman elected to serve in the Nevada State Legislature. She is the current Stonewall Democrats of Southern Nevada Vice-Chairwoman. Spearman was director of the MultiCultural Center during her tenure at UofL. Other LGBT points of interest:

- Marriage equality successfully passed in several states;
- <u>LGBT first signature event</u>— Alternative Thanksgiving was born a few years ago when community members pulled together to provide LGBT students who had lost their support systems a home-cooked meal. In addition to Alternative Thanksgiving, they hosted the Feast on Equality on Nov. 16. The fundraiser will provide programming and to support initiatives for LGBT students. About 320 people attended;
- First study abroad trip. The Office for LGBT Services is offering scholarships for students to study abroad in Greece May 9-24, 2013. The course, "Queer Politics in Greece" will examine the ways different political systems impact LGBT people. Participants will draw both on academic research and first hand experiential learning. Students will learn how different political systems impact LGBT access to the political system, ways of organizing, and the protection of LGBT rights, including marriage. Ancient Greece is often seen as the birthplace of homosexuality. Students will investigate the history of same sex relations by visiting the island of Lesbos;
- Spring 2013 Event PINK. PINK is an annual amateur drag and variety show sponsored by commonGround. They hold the record as the oldest RSO (registered student organization) event on UofL's campus. PINK will support trip abroad scholarships. NOTE: About 500 people attended PINK's last event.

<u>Staff Senate</u> : No report was given; there was nothing new to report.
Old Business: None.
New Business: None.
Adjourned.