

TEAMS Meeting
Meeting Minutes

Attendees: Muriel Harris, Chair presiding; Craig Blakely; Dwayne Compton; Tamekka Cornelius; Fannie Cox; Cherie Dawson; Jason Deakings; Leondra Gully; Wanda Long; Connie Martinez; Ishwanzya Rivers; Daniela Terson de Paleville; Maria Tinnell; Stella Wang

Guests:

Item	Discussion	Action to accomplish	Person/Group Responsible
<p>I. Call to Order</p> <ul style="list-style-type: none"> • Welcome • Notice of Recording • Approval of Minutes, 12-7-2021 ○ Matters arising from the minutes 	<p>Chair Harris called the meeting to order at 12:02 p.m. and welcomed attendees.</p> <ul style="list-style-type: none"> • She notified attendees that the meeting is being recorded. • Maria Tinnell made a motion, which Dwayne Compton seconded, to approve the minutes of the December 7, 2021 meeting. The motion passed. ○ Chair Harris stated that Kentucky Poet Laureate Crystal Wilkinson has accepted an invitation to speak to CODRE at the March General Body meeting. 	<p>Plan logistics and event details.</p>	<p>Harris, Tinnell, Beamer</p>
<p>II. Concerns from Campus</p>	<p><u>Resuming in-person instruction</u></p> <ul style="list-style-type: none"> • Cherie Dawson Edwards <ul style="list-style-type: none"> ○ Faculty in the College of Arts and Sciences are upset that there seems to be no flexibility as it relates to the president’s request that faculty teach in-person classes. • Craig Blakely <ul style="list-style-type: none"> ○ Asymptomatic carriers of the Omicron variant of the SARS-CoV-2 could bring it home to unvaccinated, unprotected individuals. • Daniela Terson de Paleville <ul style="list-style-type: none"> ○ The inflexibility disproportionately affects minority women who are mothers, both faculty and students. 45% of women leave academic after becoming mothers. • Craig Blakely <ul style="list-style-type: none"> ○ Many classrooms do not have the technical capabilities to go fully virtual. ○ Terson de Paleville 	<p>Add information and resources in the CODRE Newsletter.</p> <p>Further discuss this at the 1/13 General Body meeting.</p>	<p>Terson de Paleville, Tinnell</p> <p>Harris</p>

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	<ul style="list-style-type: none"> ▪ Many instructors are buying that technology with their own funds. • Dwayne Compton <ul style="list-style-type: none"> ○ Who is part of the decision-making team, and is there diverse representation? • Jason Deakings <ul style="list-style-type: none"> ○ Graduate Teaching Assistants are sometimes being asked to attend classes in-person, while the faculty members are choosing to be remote. This is an inequity that should be addressed. • Many attendees stated their frustrations and fears of retaliation should they speak out against administrators’ policies/directives. <p><u>Vacant Position Updates</u></p> <ul style="list-style-type: none"> • Vice President for Diversity & Equity – (see below) • Vice Provost for Faculty Affairs – candidates are being interviewed and considered. 		
III. Update on VPDE Search	Interim President Gonzalez is re-interviewing the finalists in order to make a final selection.		
IV. CODRE Financial Report and Budget Proposal	<p>Wanda Long briefed the committee on the Commission’s finances and proposed budget for 2022-2023, using the attached presentation. She then fielded questions from the committee.</p> <p>Wanda requested committee chairs share with her their ideas for potential activities that may need line-items in the budget.</p> <p>Commissioners discussed creating a policy to standardize how to treat memorials/gifts of sympathy for CODRE members or for associates, family members, etc., of CODRE.</p>	Create an ad-hoc committee, chaired by Connie Martinez, to discuss. Other members: Tinnell, Harris, Cox.	Martinez, Tinnell, Harris, Cox, Long.
V. CODRE Awards Proposal	<p>Leondra Gully discussed with the commission the awards proposal for next year. There will be 4 awards:</p> <ul style="list-style-type: none"> • CODRE Commissioner of the Year • DEI Student Leader • Multicultural Teaching Award for Faculty • Multicultural Engagement Award for Staff 		

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	<p>The deadline for nominations is March 10. The CODRE award winners who are faculty/staff will be recognized at annual faculty/staff awards event hosted through the Employee Success Center; while the student CODRE award winner will be recognized at the annual student awards hosted through the Office of Student Involvement.</p> <p>Chair Harris request two student awards, one for students and one for trainees/residents.</p> <p>Leondra then fielded questions from commissioners.</p> <p>Maria Tinnell requested the CODRE awards be listed on the Employee Success Center’s website.</p>	<p>Promote all awards (and send to appropriate reps on both Belknap and HSC Campuses – especially for the award for trainees/residents). Consider using younger-generation platforms (Instagram, TikTok, etc.).</p> <p>Send links to ESC.</p>	<p>Tinnell</p> <p>Gully</p>
VI. Update on the CODRE Bylaws	Fannie Cox reported that draft bylaws have been sent to the Executive Committee and feedback has been received and incorporated into the document.	Send final draft to the Executive Committee.	Cox
VII. Agendas of Meetings for 1/13/2022	<p>Additions to the agendas:</p> <ul style="list-style-type: none"> • Allow time for Leondra Gully to discuss the awards at the General Body meeting. • Discuss Newsletter requests and deadlines. 		
VIII. Faculty and Staff Senate Updates	<p>Chair Harris reported that the Redbook Committee has received the proposed changes from A&S.</p> <p>Fannie Cox reported that the Planning and Budget Committee heard from Dan Durbin and Keith Sherman. They provided a budget overview and a summary of the Foundation and its role in the university’s finances.</p> <p>Regarding CARA, there is no budget line-item regarding the CARA document because it has not yet been approved by the Board of Trustees.</p> <p>The proposed 1% raise (cost of living adjustment) in the Spring is still unconfirmed.</p>		

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IX. CODRE Committee Reports & Discussion	<p><u>Communications and Marketing</u> Maria Tinnell requested the deadline for the newsletter be extended to January 20, and to combine the January and February issues.</p> <p>CODRE Name badges are in. They will be available for pickup in the President’s Office, Grawemeyer Hall.</p>	Drop off badges to Jake Beamer.	Tinnell
X. New Business	<p>The Black Faculty and Staff Association has submitted a request for CODRE to fund some of their Black History Month activities. CODRE is waiting for the BFSA to submit their budget.</p> <p>The Chair of the Sustainability Council has requested a collaboration with CODRE to achieve some of their goals. Chair Harris invited members of the Executive Committee to join her in a virtual meeting between her and the Chair of the Sustainability Council. The request comes from Interim President Gonzalez.</p>	Report back to CODRE on this meeting.	Harris
XI. Adjournment	Chair Harris adjourned the meeting at 1:58 p.m.		



FINANCIAL REPORT FY2023 BUDGET DEVELOPMENT

JANUARY 2022



FY2022 BUDGET & REMAINING EXPENSE ITEMS

<u>CODRE</u>	<u>BUDGET</u>	<u>AS OF 12/31/2021</u>	<u>THRU 6/30/2022</u>	<u>AVAILABLE</u>
SALARY & STIPEND	\$16,500.00	\$9,916.58	\$10,666.59	(\$4,083.17)
FRINGE BENEFITS	\$1,152.00	\$745.77	\$802.17	(\$395.94)
OPERATING EXPENSES	<u>\$19,294.00</u>	<u>\$3,808.68</u>	<u>\$1,110.00</u>	<u>\$14,375.32</u>
	\$36,946.00	\$14,471.03	\$12,578.76	\$9,896.21

*Awards - \$1,000

*BFSA Commitment - \$2,000 Black History Programming Support

*Catering - \$1,000

*Diversity Programming (Cultural Activities) - \$3,000

*Poet Laureate – Crystal Wilkinson - \$300

*Available uncommitted funds - \$2,596.21

*Any other spending through 6/30/2022?

FY2023 PROPOSED BUDGET



***FY2023 Budget Development Kickoff is
January 23, 2022**

***Multi-year planning**

***Meet with each CODRE committee chair
for discussion on CODRE committee budget
program needs**

FY2023 PROPOSED BUDGET FORM



Commission on Diversity and Racial Equity	
<i>COMMITTEE NAME</i>	
FY2023 Budget Worksheet	
DESCRIPTION OF ACTIVITIES & JUSTIFICATION:	
(Ex: Seminar/workshop, speaker, etc.)	
BUDGET CATEGORIES:	
Catering	
Cultural Activities	
Promotional Actives	
Prizes and Awards	
TOTAL EXPENSES	

FY2023 PROPOSED BUDGET EXPENSES



***Awards – \$5,000 - Commissioners,
Students, and/or Speakers**

***Listening Sessions - \$500**

***CODRE Video Directing and Production
Support – \$10,000**

QUESTIONS?

UL OF **COMMISSION ON DIVERSITY
& RACIAL EQUITY**