President's Advisory Team Minutes

December 18, 2019

President's Advisory Team Members in attendance:

Humberto Aristizabal, Associate Vice President of Institutional Equity and Title IX Coordinator Eric Berkheimer, Associate Vice President of Facilities and Capital Management Jason Curtin, Vice President of Advancement and External Affairs Gerard DiBartolo, Director of Athletics and Campus Recreation Susan Eagle, Associate Vice President of Marketing and Communications Kelly Fiala, Transitional Dean, College of Health and Human Services Dane Foust, Vice President of Student Affairs Clifton Griffin, Dean, Graduate Studies and Research Bea Hardy, Dean, Libraries and Instructional Resources Laurie Henry, Dean, Seidel School of Education Ken Kundell, Chief Information Officer Edwin Lashley, Chief, University Police Andrew Martino, Dean, Honors College Eli Modlin, Chief of Staff Karen Olmstead, Provost and Senior Vice President of Academic Affairs Kara Owens, Associate Vice President for Planning & Assessment Maarten Pereboom, Dean, Fulton School of Liberal Arts Tabitha Pilchard, President, Staff Senate Tony Pasquariello for Marvin Pyles, Vice President of Administration and Finance Valerie Randall-Lee, Assistant Vice President of Student Affairs and Dean of Students Jason Rhodes, Director of Public Relations and University Spokesperson Michael Scott, Dean, Henson School of Science and Technology Wallace Southerland, Associate Vice President, Student Affairs Brian Stiegler, Assistant Provost for International Education Karen Treber, General Counsel Kevin Vedder, Associate Vice President for Human Resources Christy Weer, Dean, Perdue School of Business Charles Wight, President Richard Wilkens, Associate Provost Adam Wood, President, Faculty Senate

1. Welcoming and Opening Remarks – President Charles Wight

- Dr. Wight welcomed the group to the meeting.
- Dr. Wight called this meeting to provide an overview of our continued commitment to Diversity and Inclusion.

2. Diversity and Inclusion

• The offices of Office of Institutional Equity (OIE) and the Office of Diversity and Inclusion (ODI) have been separated into two distinct offices.

• Chief Diversity Officer (CDO)

a. The search for a new CDO has begun and a search committee has been created and is comprised of faculty, staff, students, alumni and members of the community. Their first meeting was held on Monday, December 17, 2019.

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- **b.** Co-chairs for the committee are Candace Henry, Diversity and Inclusion Consortium Committee chair and the new Director of Disability Resource Center; and Dr. Clifton Griffin, Dean of Graduate Studies and Research.
- **c.** Candidates will engage with the newly created Presidential Task Force on Diversity and Inclusion, the Diversity & Inclusion Committee and will participate in open sessions.
- **d.** The successful candidate will serve on the President's Cabinet along with shared governance heads and the Executive Staff.
- e. The CDO will report directly to the President, and will oversee the Office of Diversity and Inclusion and lead the department in the strategic and day-to-day mission and goals as it pertains to SU's commitment to inclusion.
- **f.** President's Office is reallocating resources to fund the search, office and newly created position.

o Center for Equity, Justice and Inclusion

- **a.** The Center will be staffed by the Office of Diversity and Inclusion.
- **b.** Regular hours are now available to encourage more traffic and use.
- c. Information about the Center and participating groups is now available online: <u>https://www.salisbury.edu/administration/diversity-and-inclusion/center-equity-justice-inclusion.aspx</u>

o President's Special Task Force on Diversity and Inclusion

- **a.** This task force is a temporary body created to help identify opportunities and solutions to promote a more inclusive environment.
- **b.** The President has commissioned this group to provide an update report on or before March 6, 2020 of proposed recommendations.
- **c.** The task force is comprised of students, faculty, staff, alumni and community members.
- **d.** The input of this task force will help shape and structure the Office of Diversity and Inclusion.
- e. Once this task is completed, the Task Force will disband, and the implementation of the findings will continue with the Diversity and Inclusion Consortium Committee.
- f. Please see the following webpage for additional information: <u>https://www.salisbury.edu/administration/diversity-and-inclusion/president-task-force.aspx</u>

• Additional Actions taken:

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- **a.** Administration will hold open office hours in the coming year.
- **b.** Quarterly Community Town Hall meetings will be held, the first meeting is scheduled for January 28, 2020 at 6 p.m. in the Wicomico Room.
- **c.** Anonymous reporting of concerns is available on the SU President's web page.
- **d.** Communication improvements have been made with additional sources available through telephone text system, Instagram, Twitter and additional information listed on the SU website.
- e. Restructuring campus offices:
 - The Office of Diversity and Inclusion was made independent from OIE and currently reports to the President's Office. The ODI is located in Blackwell to better support the Center.
 - Multicultural Student Services and the office of Cultural Affairs will become part of the ODI in January
- **f.** A campus climate study is underway. The study's scope is broad but much of the focus is on diversity and inclusion.
- **g.** Help is needed with identifying programs and committees that each Division provides as related to diversity and inclusion to create a one-stop resource.
- **h.** A strong reliance will be placed on Shared Governance with decisions moving forward.