

# Diversity Committee Meeting Minutes

Thursday, October 1, 2009

3:15-4:15 PM

Grand Hyatt Independence Room

-----

## I. Introductions: What does diversity mean to you?

Jane Jacobson, Chair, Iowa State University (2007-2009)  
Jobila Williams, Incoming Chair, The College of William & Mary (2007-2011)  
Leigh Cunningham, Ex Officio, NACADA Executive Office

### AD HOC:

Nathan Vickers (Emerging Leader Program Advisory Board Chair, 2008-2010), University of Texas-Austin

### OUTGOING:

Blane Harding, Colorado State University (2007-2009)  
Monica Hutchins, Hagerstown Community College (2007-2009)

### CONTINUING:

Gabriela Bermudez, Penn State University (2008-2010)  
Joyce Ellenwood, Bethune-Cookman University (2008-2010)  
Christina Galindo CUNY-Baruch College (2008-2010)  
Audrey Jackson, Florida Community College-Jacksonville (2008-2010)  
Wei-Chien Lee, San Jose State (2010)  
Stanley Singleton, Paine College (2010)  
Todd Taylor, Ohio State University (2008-2010)  
Heather Doyle, Lakehead University (2007-2011)

### INCOMING:

Amy O'Dowd, Redeemer University College (2009-2011)  
Christy Walker, University of North Carolina at Chapel Hill (2009-2011)  
Aidaire Parker, University of Maryland at College Park (2009-2011)

## II. Purpose of the Committee

- A. **Review Committee Charge** - to assist in the development of plans, strategies, and initiatives to encourage increased diversity in the membership of the association and involvement in the association by diverse individuals at all levels of the association.
- B. **Review current demographics – Institutional Type, Gender, Country, Occupation and Ethnicity** – information will be emailed on the listserv.

## III. Action items from 2008-2009

GOALS 2008-2009

1. To make the Emerging Leaders Program self-sustaining -

**Emerging Leaders Program Report** (Nathan Vickers)

**2007-2009 Emerging Leaders receiving Certificates of Completion at San Antonio Awards Ceremony**

**Erica Byrnes**, University of Florida (Mentor: **Elaine Borelli**)  
**Cornelius Gilbert**, University of Wisconsin-Madison (Mentor: **Jenny Bloom**)  
**Audrey Jackson**, Florida Community College-Jacksonville (Mentor: **Karen Sullivan-Vance**)  
**Carol Pollard**, University of North Texas (Mentor: **JoAnne Huber**)  
**Jose Rodriquez**, Florida International University (Mentor: **Charlie Nutt**)  
**Todd Taylor**, Ohio State University (Mentor: **Sandy Waters**)

## 2009-2011 ELP Class

**Emerging Leaders - Yung-Hwa Anna Chow** (Washington State University), **Heather Doyle** (Lakehead University), **Luiza Dreasher** (Iowa State University), **Adam Duberstein** (Old Dominican University), **Autumn Grant** (Bridgewater State College), **Steve Johnson** (Utah State University), **Lisa Laughter** (Washington State University), **Cecilia Olivares** (Heartland Community College), **Ella Tabares** (University of Florida), **Janice Williams** (University of Texas-Austin)

**Mentors - Jennifer Bloom** (University of South Carolina), **Lynn Freeman** (University of Wisconsin-Oshkosh), **Cole Holmes** (University of Texas-Austin), **Sarah Ann Hones** (Washington State University), **Victor Macaruso** (University of Wisconsin-Madison), **Kazi Mamun** (University of California-Riverside), **Marsha Miller** (Kansas State University), **Nora Allen Scobie** (University of Louisville), **George Steele** (Ohio Learning Network), **Sandy Waters** (Old Dominion University)

**Recently posted to ELP website:** Less than two years after the program's beginning, members of the Emerging Leaders Classes now serve (or will soon begin to serve) as Multicultural Concerns Commission Chair, Canada Interest Group Chair, Native American and Tribal College Interest Group Chair, Membership Committee Chair, Diversity Committee Chair, and Region 7 Chair. One Emerging Leader has initiated a potential Interest Group for Historically Black Colleges and Universities. Emerging Leaders are serving on the Awards Committee, the Diversity Committee, the Membership Committee, the Webcast Advisory Board, and the Emerging Leaders Program Advisory Board. Several Emerging Leaders presented (some with their Mentors) at Regional and Annual Conferences, one is serving as the Exhibits Chair for the 2009 Annual Conference in San Antonio, and another will serve as Chair of the 2010 Annual Conference in Orlando. Six Emerging Leaders have written for *Academic Advising Today*, and three have taken part in Webinar broadcast presentations. Emerging Leaders also report that they have become more involved at their home institutions. One said, "We've taken what we've learned through the program back to our home school. This program has not only made an impact on NACADA, but also on the institutions where the NACADA ELP participants work."

### **What is the big picture/idea? Pair up and discuss long-term:**

2. To continue discussions of diversity at the National Conference (Support/sponsor another common reading at the 2009 National Conference. Work with EO and Research or other Committees)
3. To initiate discussions of diversity at regional conferences (Collaborate with Region 3 on a diversity theme for their pre-conference leadership institute. Help design curriculum, suggest guest speakers, promote event)
4. To initiate discussions of diversity at regional conferences (Consider developing a jointly sponsored regional conference in Region 4 for NACADA and HBCUs)
5. To encourage members of the Diversity Committee to contribute to other NACADA activities (Activities could include institutes, regional conferences, writing for NACADA publications, etc.)

## IV. Future Directions Discussion

- A. Outreach to Regions
  - (1) Collaborate on hosting a conference for HBCU's, Tribal Colleges, Hispanic Colleges
  - (2) Collaborate on session or event during the Regional Conference
  - (3) Designate members of committee to be liaisons to the Regions for the Committee
- B. Face of NACADA
  - (1) How well does NACADA reflect the face of higher education?
  - (2) Comments on current demographics
  - (3) How is the economic crisis impacting participation in NACADA and its events?
- C. Common Reading at National Conference
- D. Proposed Diversity Award: Award was approved with minor changes to the proposal

E. What does Diversity mean if NACADA is an international association?

Definitions of Diversity:

- \* Unique characteristics that when taken as a whole make a complete organization
- \* Diversity within NACADA cuts across the entire level playing field of higher education. Be inclusive of everyone that makes up the academic advising profession.
- \* Life experiences; unrepresented populations; 2-yr vs 4-yr, HBCU vs Tribal, Canada vs US, international vs US, faculty vs full time
- \* The collective lived experiences of individuals and institutions as they contribute to the scholarship of advising.
- \* Diversity is focusing on an array of issues. Diversity is an intentional focus on various cultures and underrepresented groups. Diversity is the future.
- \* Every school and every student has a voice through academic advising.

Goals for the Committee:

- Institutions that are underserved such as small institutions and for-profit institutions. Think about starting up interest groups. Having a database of institutions and contacting them to invite them in NACADA. – **Outreach**
- Create diversity as part of the proposal process so that presenters ensure that they are more aware of their audiences.
- The idea of the Common Reading is great to generate discussion. It may help to add a component to encourage Common Reading on a Regional level.
- The Potential Interest Group for HBCUs serves as a liaison to the Diversity Committee. Change Goal #4 to be more inclusive and not just with HBCUs. Create an intended purpose to draw in underrepresented groups.