

MINUTES

Shepherd University and Equity Committee

April 11, 2018 at 3:10 p.m.

Rumsey Gallery-Student Center

Present: Dr. Thomas Segar, Keira Cale, Dr. Chiquita Howard-Bostic, Dr. Richard Stevens, Dr. Rob Tudor, Dr. Lynne Hannah, Shanan Spencer, Annie Lewin, Dr. Heidi Hanrahan, Tammy Gill, Dr. Virginia Hicks, Dr. Jim Lewin, Arthena Roper, Dr. Veronique Walker

Dr. Stevens called the meeting to order at 1:00 p.m.

- I. Introductions- All present members introduced themselves
- II. Approval of Minutes from April 11, 2018 Meeting
 - a. Minutes were approved
- III. Recorder for the Minutes: Keira Cale
- IV. **Old Business**
 - A. **Proposed Cycle of Yearly Presentations based on Committee Charge**
 1. Human Resources – Recruitment and Retention of Underrepresented Employees - September
 2. Student Success – Persistence of Students - November
 3. Title IX – Climate Related Gender - February
 4. Enrollment Management – Recruitment of Underrepresented Students – April
 5. Committee discussed other functional areas to present to the committee such as TRiO, Student Athletes, and DSS.
 - B. **Areas of Concern Shared at February 14 and April 11 Meetings**
 1. Trainings for Faculty and Staff regarding DSS accommodations- Universal accommodation models were discussed as potential solutions for staff and faculty.
 2. Centralized Process for hiring-There is currently no centralized process for ensuring that the University is hiring diverse candidates and providing them competitive incentives to stay. These incentives include things like providing a competitive salary range on the posting, job security for spouses, and tuition reduction waiver for dependents. Discussion on diversity related hiring features such as posting in diverse forums, having a trained person sit in on job searches, and allocating for these things in the budget became a top priority.
 3. Diversity as a centralized commitment- Diversity as a priority was discussed as something that needed to be reinforced by the executive leadership team. A Chief Diversity Officer or something similar was discussed as being an important next hire so there is an individual that sees diversity efforts on campus as a whole picture, as well as being able to follow through on issues involving conflicts in diversity.

C. Possible Categories for Above Committee Concerns

1. Tammy Gill, Dr. Richard Stevens, and Dr. Rob Tudor have agreed to sit on a committee to address centralizing the hiring process, as well as ensuring the equitable hiring of all people.

Meeting Adjourned at 4:30 p.m.

Respectfully Submitted,

Keira Cale