I. **Call to Order and Roll Call** – 10:05am

Present: Earlina Bowden, Ginny Kinne, Juella Sparks, Kayt Sunwood, Jenny Liu, Mauria Gerdeman, Ana Richards, Muriel Berg

Online: Diane McEachern, AnneMarie Mattachione, Kevin Kristof, Christa Bartlett

Guests: Chancellor Rogers, Sine Anahita, Karen Taylor

II. **Adoption of Agenda** – Approved.

III. **Review and Approval of Minutes from the May 12th and May 20th Meetings** – minutes not ready to be reviewed. Postponed review until next meeting (October).

IV. **Discussion with Chancellor Rogers on Campus Climate Survey and Upcoming Year**

A. Campus Climate Survey (Response from Chancellor Rogers) – Advises not to generalize based on results. Survey serves as a good launching point and provides opportunity for dialogue and action. Survey points out problem areas that create opportunities for us to make changes toward a more diverse/welcoming campus. Should continue this committee as an ACTION committee focused on making a difference. Should advise chancellor on actions should be taken that will make biggest impact. Chancellor is not to act as initiator. He will provide support and resources, but up to committee to come up with action plan.

1. Main points/issues brought up by Chancellor for CDAC to grapple with:
   a. As an institution, how can we embrace the commitment to genuine diversity at UAF? How can we turn goals into ACTIONS that will make a difference?
   b. What are the implications of this survey?
   c. How and when do we distribute results of survey?
   d. What recommendations for action does this committee want to make based on results of survey?
   e. Since there was a much lower response rate by white males on campus, why was it low priority for this majority group? What would change the way this group looks at/prioritizes diversity?
   f. Lowering student costs would mean lowering staff/faculty pay (to lower net cost of operation). Feels need to provide additional need-based financial assistance. Lowering net costs is possible with increased financial aid.
g. Biggest issues in the workforce: participation by people of color, those with disabilities, gays, lesbians, and Bi-sexuals, women at the top faculty rank, and recruitment of minority faculty. How do we make faculty more representative of society we serve?

h. Proposes holding Workshops/ Open Forums to discuss diversity issues. Who might be speakers who could bring to forum? Want Big name speakers and/or topics to include controversial issues? What will be attractive to increase attendance/participation?
   i. Chancellor states willing to commit resources for forums/speakers

B. Response to Proposal to Chancellor (Upcoming Year/EEO Officer Recruitment)
   1. Recruitment to EEO officer extended
   2. No Vice-Chancellor of Diversity – not an option to create two positions out of one due to budget limitations

C. Current Structure/Restructuring of CDAC – today have 8 members of a 16 member body
   1. Juella and Ginne stepping down as co-chairs
   2. Concerns about people not attending meetings and work falling on a small number of people
   3. Is representative approach best structure for committee? Is broad representation or passion more important?
      a. Chancellor recommends 9-11 members appointed by chancellor (9-11 who want to make a difference. As oppose to 22 members only a handful of which are passionate)
      b. Wants group to have student, staff and faculty representation
      c. Ex-Officio Membership- if does not have voting power, less likely to attend meetings. Why shouldn’t have influence in decisions?

V. Campus Climate Survey Discussion
   A. Releasing to Public: Need strategy for getting information to public. Do we want to get it out right away?
      1. Chancellor feels should be widely distributed.
         a. Thinks Sine/Karen could do a forum presentation.
         b. Wants a 20 minute PowerPoint on survey presented to chancellor’s cabinet
         c. Need to think about how to extend to rural sites/campuses
            i. Have Audio/video conferences for forums/presentations about diversity
      2. Concerns data not representative, concerns about releasing skewed data
         a. Diane voices concern about releasing results to public because respondents were primarily white females, which is not representative of the campus as a whole (partial/incomplete
perspective)
i. Authors note were careful to caution readers against generalizations based on data
b. Idea that exit interviews from employees/students who leave would be helpful to see patterns
3. Discussion of 67% satisfaction
a. Chancellor notes would be interesting to look at how UAF compares to other campuses
b. Dissenting Views – Chancellor feels important to include dissenting views to help fuel dialogue/get people thinking and talking about diversity. Have to be self-critical – be honest about the areas that we need to work on. Use to invite others into open dialogue.

D. Karen and Sine – Present Highlights/Thoughts/Results of Survey
1. Online Survey-Limited sample size, difficulties with access
2. Data shows there is a lot of interest/strong feelings about the topic
3. Further work on topic warranted, launching point
4. Use diverse departments as a model for others

VI. Action plan for 2011/2012
1. After having time to digest survey, everyone bring top five recommendations to next meeting (October). Come prepared to next meeting having read survey. In October can discuss and begin to implement actions
2. Webpage dated – need to update minutes, future plan for releasing survey results, pictures and bios, bylaws, agendas, member list
   a. Mauria and Kayt agree to work together to update
3. Discussion on how to present data to public. Concerns because limited sample size, skewed data, but authors are careful to caution against making generalizations because data is limited/skewed. Members agree that it’s important to release because creates opportunity for dialogue. Make discussion priority for next meeting.
4. Mediation Program- should be discussed next meeting

VII. Membership update
1. IAC Student Amy Wright- don’t know status
2. Christa’s term ends 2012, but no longer on faculty senate. Position needs to be reviewed. Until faculty senate replaces her she is on committee.
3. Donna Anger stepping down
4. Kevin Kristof taking Debbie’s spot on committee
5. Margo Griffith no longer member/officer of GCC- will be replaced
6. Possibility of changing structure of committee
   i. Either change structure now, or wait until May when new EEO
officer has had time to get comfortable in position
7. Earlina’s contract ends January 15th
8. Juella and Ginne – Ginne resigning from chair position and from committee. Juella resigning as chair, fairly confident that resigning from committee

VIII. Election of chair/co-chairs
1. Ana nominated Diane for chair/co-chair
2. Diane nominated Kayt for co-chair
3. Kayt and Diane decide to run together as co-chairs
4. Kayt and Diane voted in as new co-chairs

IX. Meeting Schedule for 2011/2012
1. AnneMarie voices concerns about not being able to attend meetings because not consistent
2. Bi-weekly meetings better?
3. Faculty should all send teaching schedules for upcoming semester to Mauria, Kayt, and Diane to schedule meetings

X. Adjourn – 12:00pm

XI. Member comments (no minutes taken)