The Race & Ethnic Affairs Council  
Wednesday, December 12, 2007  
1:00 p.m. – 114 Brigham

Attendance:
Carl Allsup  M. Keith Thompson  Kevin Concannon
Rita Rukashaza  Mick Viney  Anna Mroch

Chair and Recorder: Keith Thompson

Minutes:

1. New Business

None

2. Update on the Equity Scorecard.

Carlos Wiley was unable to attend due to attendance at a conference. Mick Viney provided some news of the scorecard process. One topic which has been of interest is the identification of high risk courses (defined as those in which 40% or more of the enrolled students achieve a D or F grade). Currently, there is also an analysis of ACT scores for entering freshmen. This data is to be shared with the deans when completed. Keith Thompson shared the results of the 2006 NSSE which have just been compiled.

3. Update on Cultural Diversity in the Curriculum Symposium.

Carl Allsup updated the council. Carol Sue Butts has assembled a team including: Carl Allsup, Carlos Wiley, Allison Bunte, Shane Drefcinski, and one more person.

4. Agenda items for Spring 2008 (what issues should the council be planning for in 2008?).

When asked what pressing issues the council should be concerned about, Carl explained that there are still many problems implementing diversity advocacy in search and screen committees. Many campus departments have had issues in adopting the newer measures designed to encourage applications by qualified applicants with rich diversity experiences and subsequently provide unbiased screening of such applicants. The process flows best when the diversity advocate is incorporated into the search process at a very early stage. It is especially helpful if the advocate can provide input into the writing of the search advertisement. The council discussed the possibility of putting a training program in place for search and screen committee chairs.