

Academic Diversity & Inclusion Committee Meeting Minutes
February 14, 2023, 1:00 PM in Shawnee Room

Present: Kelly Erby, Beth O'Neill, Danielle Dempsey-Swopes, Isaiah Collier, Dennis Etzel, Kelly McClendon, Valerie Mendoza, Leah Brown, Kara Kendall-Morwick, Sara Stepp, Chaz Havens, Norma Juma, Erin Grant, Jason Miller, Melanie Burdick, JoAnna Marks, Teresa Leslie-Canty.

Guest: Laura Stephenson, Alan Bearman

- I. Meeting called to order at 1:02 PM
- II. Approval of Minutes from December 13, 2022. A motion to approve the minutes was made and seconded, and approved by the committee.
- III. Updates
 - a. Update about DEI legislative inquiry by Dr. Laura Stephenson. Dr. Stephenson reported that the Kansas Legislature Higher Education Budget Committee requested information about state resources that were spent on DEI and Critical Race Theory during Fiscal Year 2022. There was little direction from the Legislative Committee regarding what this was to include, and Washburn University reported this information based on a holistic view of diversity (e.g., student accommodations, Veterans, first generation students, English Language Learners, DEI programming, etc.). The purpose of the request is unknown at this time. President Mazachek is scheduled to talk to the Legislative Committee, and there were some additional questions for the university that will be addressed at that time.
 - b. Juneteenth was adopted as a University holiday and will be observed beginning 2023. The committee thanked Etzel for his work in launching this conversation, and the committee is thankful to WUBOR for adopting the holiday.
 - c. 2023 Diversity, Equity, and Climate Survey launched on Feb. 13, 2023. Erby asked that committee members encourage their colleagues and students to complete it.
 - d. Dr. Jamie Washington will visit on March 1 and 2. He is a consultant and will focus on identifying and strategizing with academic leaders regarding inclusion at WU. There will also be a special session with ADIC members on March 2 from 9-10:30 AM in the Forum room, with breakfast. His work with each group will focus on learning objectives specific to that group.
- IV. Presentation by Dr. Alan Bearman, Interim Vice President of Enrollment Management. Dr. Bearman presented an overview of efforts to enhance college completion and student success at WU. He reported that there have been some improvements in on-time graduation among underrepresented student populations, but there have also been some difficulties getting data regarding race/ethnicity due to some decisions that were made previously about how to collect the information on the admission application. Enrollment Management is working to address this. They are also working to write a strategic plan that is aligned with the WU mission statement, but Bearman reports that they can't finish the plan until the university has a current

strategic plan. The plan will focus heavily on their commitment to equitable outcomes. Bearman answered questions that included the following:

- a. Are CSSR and Enrollment management merged? Bearman-Kind of. Nothing official has happened, but they are working to define the institutional structure and searching for efficiencies.
- b. Have there been conversations regarding adding MENA (Middle Eastern and Northern African) as a racial/ethnic category? Bearman-Not at this time. Right now, WU is focused on getting the data that has to be reported to federal agencies.
- c. Could you talk about some of the recent improvements that are being made? Bearman-One recent improvement is the addition of financial aid counselors, rather than just financial aid processors. These individuals will be able to meet with students and families individually to talk about paying for college and financial aid. The office recently changed the scholarship grid to eliminate ACT, and are also working to update transfer scholarship grid and other scholarship eligibility. Also, looking at ways to expand pre-college programming. Admissions is going to change to “Recruiting and Admissions” to emphasize the dual role they will be playing.
- d. Discussion regarding the status of WU as an Emerging Hispanic Serving Institution (HSI). Bearman reported WU is currently exploring this; it will depend, in part, on WU’s strategic plan.

V. Announcements

- a. WUmester is underway. See WUmester calendar for dates of events.
- b. *Till*, a movie depicting the true story of Emmett Till, will be shown this Thursday at 6:00 PM.
- c. Multicultural Scholarship Reception will take place on February 23 at 6:00 PM. There are six scholarships focused on diversity and inclusion.

VI. Meeting was adjourned at 2:02 PM.