Commission on Equal Opportunity and Diversity  
Monday January 29, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Sue Ellen Crocker, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Guy Sims (for Zenobia Hikes), Mike Taczak, Ray Plaza, Elizabeth Gilboy (for Jack Davis), Elizabeth Sotelino, Jean Brickey (for Maxine Lyons), Brad Klein, Antionette Strotter, Kim Beisecker, Pat Hyer, Valerie Hardcastle

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Aaren Salido, Zebib Bahta, Rick Shingles, Ann Kilkelly, Linda Woodard, Ruth Grene

Guests: Tony Gambill, Jane Ann Williams, Sarah Wang

I. Call to Order
The agenda was adopted.

II. Chair Report
Carlos recommended members read the Roanoke Times article on Virginia Tech related to diversity in Sunday’s paper.

III. University Leadership Development
Tony Gambill presented on the new supervisor/department head training they are developing. They have done research and identified the dimensions of management for successful leaders. These include: be self aware, manage expectations, coaching and feedback, the right fit, and motivate. The workshop focuses on these core elements and managers take a 360 assessment as part of the process. On the last page is an assessment related to commitment to VT’s Core Values and Principles of Community. Some of the feedback from the pilot workshop was the need to better integrate those items within the survey. Tony asked that any members interested in working on this sign up and his office will arrange for a meeting time. The intent is not for performance appraisal, but managers are a leverage point. They have the most influence on the employees, so the university needs to find a way to reach the managers. They need to become aware of how they are perceived and educated on how to be better managers. They hope to do another pilot in three to four months. Kim will report back to CEOD regarding the work of this group.

IV. Diversity Strategic Plan
Ray distributed a draft plan to members. The draft is focused on tasks and measures, but no deadlines have been determined yet. The five goals from the original plan remain but the tasks and measures have changed. There is a need to figure out baseline data in order to determine appropriate measures. There was considerable conversation and feedback on a number of issues resulting in some members suggesting that the document be rewritten and be condensed. There was consensus that we cannot do everything and therefore it might be better to prioritize and pick a couple of goals and tasks that are measurable. It was also suggested that it makes more sense to slow down the process especially given that the Taskforce on Race and the Institution will have a final report in April which will include the identification of necessary resources. Questions also arose regarding what we mean by diversity and what we want VT to look like in 2012. It was finally suggested that the taskforce on the diversity strategic plan take the feedback and rethink the process. Additionally, the commission will engage in a facilitation exercise at the February 12 meeting to address some of the questions raised. Finally, Valerie stressed the importance of
engaging the entire university community so that departments, colleges, and other units can determine how they will measure their respective tasks.

**Announcements**
February 5 is the African American Read-in at the Writing Center in Shanks Hall. Individuals can choose a piece to read or share from 10 a.m. – 3:30 p.m. This is a wonderful way to celebrate African American literature. Tomorrow from 4-6 p.m. is the QEP Town Hall Meeting in the Graduate Life Center. The purpose is to get feedback from the community. Early bird registration for the Scholarship of Diversity Conference is January 31, so please register now. May 2-3 is the Voices and Visions Conference in Richmond. February 24 CEUT and The Writing Center will have workshop on English language learners in the classroom. You can register and find more information at CEUT website.

The meeting was adjourned at 11:55 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission