Minutes of August 21, 2003 were approved.

The following action items were reviewed:

A. Develop a web-site for the purpose of communicating the committee’s mission and action items to the University community.

B. Develop strategies for achievement of key objectives and recommendations and make any additional recommendations to the President.

C. The Senior Vice President for Academic Affairs will meet with the college deans to discuss diversity issues and to reinforce the University’s commitment to increasing the number of African-American faculty and administrators. (Completed)

D. The dean of the college will remind each search committee of the University’s goal of increasing the number of African-American faculty and administrators. Each search committee will be apprised of new policy concerning approval for interviewing additional candidates if they are African-American.

Dr. Covey does have a commitment from the President of approval for four new faculty positions to be paid for by diversity funds (1 in English, 2 in Education, and 1 in Nursing).

E. Each Vice President and Dean will develop strategies and will provide annual progress reports on the hiring and retention of African-American faculty and administrators.

Discussion followed - these reports will be very important in a few years because we will be able to go back and do a comparison of what works and what doesn’t and what progress has been made.

F. A host committee for recruiting African-American faculty and administrators will be appointed. (Completed - Committee Membership attached)

Dr. Covey stated that if an African-American is a candidate for a position, she will notify the Host Committee for inclusion in their recruitment.

G. A faculty job web-site will be developed showing positions available at the University. (Completed)
H. The Advisory Committee on Diversity will be added to the *Faculty Handbook*. *(Completed)*

I. Campus survey for suggestions regarding increasing the number of African-American faculty and administrators emailed to the University community 11/5/03 with a response deadline of November 28, 2003.

Dr. Harvey White brought up the idea of mentoring. April Dupree-Taylor said the Faculty Senate is working on a mentoring program for new faculty. Discussion followed concerning academic mentoring within departments not being the same as mentoring culturally and across disciplines.

There was a consensus of the committee that progress is definitely being made.

The meeting adjourned at 4:15 p.m.