Present: Pat Covey, Chair, Barbara Broome, Diane Dixon, David Johnson, Hattie Myles, Shelton Perry, April Dupree-Taylor, Harvey White

Absent: Isabel Brown, Jeanne Maes (on sabbatical for Spring 2003)

1. Minutes of September 16, 2002 were approved.

1. A Subcommittee was formed to draft a Mission Statement for the Committee (Barbara Broome agreed to Chair. Other members: Diane Dixon and Hattie Myles).

1. A draft of goals and objectives submitted by Diane Dixon was reviewed. It was agreed that the proposed goals and objectives would not be considered until a mission statement is developed and adopted.

1. Other Business - The following items were discussed:

♦ USA’s Image in the Mobile Black Community: How we can improve the University’s image insofar as there is a widely held belief, even if undeserved, that USA is not “friendly” to African Americans.

♦ Suggestions for Increasing Chances of Hiring African Americans: Could we possibly bring in an additional candidate to interview if there is a minority candidate with credentials that are close to top three. No action was taken. Could a reward system be devised for departments that strive to diversify their faculty. No action was taken.

♦ Campus Security: How do they type people? Importance of campus security in race relations in creating a user friendly environment.

♦ Human Resource Development Training: How to treat people of diversified races on campus.

♦ Need for Committee Vice-Chair: It was agreed that the Committee would benefit from have a Vice Chair. Dr. Covey asked for volunteers. Dr. Barbara Broome agreed to serve.