

AFFIRMATIVE ACTION ADVISORY COMMITTEE
Summary of Activities Fall 2007-Spring 2008

Member: Michael Brazley, Seymour Bryson, Carolin Harvey, Kathleen Plesko, Marcia Phelps, R. William (Bill) Rowley, Cynthia Sims, Linda McCabe Smith, Julia Spears

Election of Officers:

Several representatives were not present but the committee agreed to proceed with the election of a Chair. Cynthia Sims nominated Kathleen Plesko for Chair. Carolin Harvey moved to close the nominations. Julia Spears seconded the motion. A vote was cast and Kathleen Plesko was retained as AAAC Chair.

Concerns of Committee Members:

Dr. Bryson and Kathleen Plesko asked the Committee for any concerns they had. There were two re-occurring themes:

1. **Increase Diversity/Awareness Training.**
2. **Increase minority hires across campus in areas of faculty and permanent civil service hires.**

Bryson's Goals:

The committee was asked by Dr. Bryson to work on two issues:

1. To enhance campus-wide training on diversity awareness and inclusion
2. To explore Dr. Poshard's goal for the university to resemble a portrait of America.

Bryson's challenge for committee: How do you get the university to resemble a portrait of America? There was discussion on how to get departments to buy into or accept the goal of having their department reflect America (identifying each department's resistance, challenges, and barriers to accepting this portrait).

There was discussion on the topic of group training. The committee has multiple working groups meeting to draft final recommendations to submit to Dr. Bryson.