

Affirmative Action Committee Report

Submitted by Delores Kerstein, MPA

October 21, 2009

The AAAC met on October 14, 2009.

Linda McCabe Smith, Interim Associate Chancellor, Diversity began the meeting with welcome and introduction of committee members. The committee bylaws were passed out and Dr. McCabe Smith noted that a chair of the committee needed to be selected. Dr. R. William Rowley was elected as chair of AAAC. Dr. McCabe Smith mentioned that the bylaws require 50% of committee be present for a quorum and meeting times need to be established. She further discussed that the AAAC is an advisory committee to the Associate Chancellor for Diversity with the charge of identifying concerns, recommends and reviews policies and programs, advises on hiring, retention, and screening of nominations for the annual Affirmative Action Award.

Dr. McCabe Smith task the committee with two action items: 1) Rewrite the job description for the position in her office of “Coordinator of Diversity and Equity” and 2) Obtain feedback to implement a change of culture at SIUC to improve cultural competency.

The Coordinator position will be a local search with a target hire to begin in the position no later than January 1, 2010. Michelle Suarez volunteered to research other university job descriptions and report back to the committee. Dr. Peter Gitau volunteered to begin the re-write of the job description.

Dr. Rowley discussed setting a meeting time and date for two weeks from now and to set aside a two hour block of time for the meetings to accomplish what is needed.