Chancellor’s Commission on Diversity, Equity, & Inclusion
Steering Committee Meeting
February 4, 2022, 9:00 – 10:30 am
Microsoft Teams

Members Present:

Allison Danell (Committee Co-Chair)
Vince Smith (Committee Co-Chair)
Irma Corral
LaKesha Alston Forbes
Scott Francis
Grant Hayes
Jeannine Hutson
Erik Kneubuehl
Chris Locklear
Purificación Martinez
Sharon Paynter
Aisha Powell
Cindy Reaves
Rachel Rodriguez
Chandler Ward
Kitty Wetherington
Ying Zhou

Other Attendees Present:

Todd Fraley
Pat Gruner (Daily Reflector)
Paul Gunther
Jennifer Latino
Mary Lofland
Maggie Nanney
Jules Norwood
Ashley Walker
Amy Waters

Recorder:  Cindy Reaves

Welcome & Review of Minutes:
Dean Danell and Trustee Smith welcomed the committee, and the minutes from the January 7, 2022 meeting were approved. Trustee Smith looks forward to the steering committee hearing from Dr. Mark Becker, Executive in Resident and former President of Georgia State University, later this month as he will be sharing information about GSU’s
success in addressing student achievement gaps. Dean Danell welcomed Aisha Powell to the group as she will be replacing Hector Molina on the steering committee who is leaving ECU.

**EAB Briefing:**
Jennifer Latino presented to the Committee about “Connecting DEI and Student Access and Success” which outlined the importance of preparing institutions for the future, supporting students, and driving operational improvements, enrolling right-fit students, and activating alumni donors. Dr. Latino also shared a link in the TEAMS folder that included the National Student Clearinghouse annual report on College Compensation for the committee to read.

The Committee discussed thoughts/ideas such as:
- The average cumulative debt at completion of a bachelor’s degree was at $15,032 for FY2020 at ECU as the enrollment, drop out, and loan default data was discussed.
- Changes in requirements for freshman applicants for spring 2022 and fall 2022, as they are not required to submit standardized (ACT or SAT) test scores for admission – what that means as a predictor for success for ECU students
- The economic background for non-BIPOC enrollment growth at HBCUs
- Strategies we could utilize to measure some of the intangibles regarding the holistic development of our students
- ECU’s federally determined cohort default rate is 5.1% based on data from 9/21 and the national cohort default rate is 7.3%.
- ECU’s website as the first point of “shopping” for most prospective students
- How we can promote cultural competency among students, faculty, staff, the community, etc. for retention and a sense of belonging

**Discussion of Culture, Climate, and Communication Subcommittee:**
Trustee Smith discussed the charge and membership of the Culture, Climate, and Communication Subcommittee. The subcommittee should consist of 16-20 members that include students, faculty, staff, alumni and the local community. The charge should be extensive as we look at things ECU has done, not done, and areas we need to move forward in.

**Conclusion:**
Trustee Smith concluded the meeting with next steps that included discussion of future speakers for the steering committee; diving into the material provided by the Student Access & Success Subcommittee at the March meeting; and getting nominations for the Culture, Climate, and Communication Subcommittee.

Meeting Adjournment.