Chancellor’s Commission on Diversity, Equity, and Inclusion  
Steering Committee Meeting  
May 9, 2022  
2:30 – 4:00 p.m.  
Greenville Centre 1200

MINUTES

In attendance: Allison Danell, Vince Smith, LaKesha Forbes, Scott Francis, Jeannine Hutson, Erik Kneubuehl, Chris Locklear, Puri Martinez, Sharon Paynter, Aisha Powell, Kitty Wetherington, and Ying Zhou

Absent: Irma Corral and Chandler Ward

Guests: Todd Fraley, Scott Shook (Chair of the ECU Board of Trustees), Ashley Walker, and Amy Waters

Welcome & Review of Minutes (Smith)

Smith welcomed the Steering Committee and called the meeting to order. He asked for a review of the March 4, 2022 meeting minutes, and they were approved.

Update from Student Access & Success Subcommittee (Fraley/Walker)

Fraley and Walker provided an update from the Student Access and Success subcommittee. The subcommittee has been planning an upcoming May 26th listening session (3:00-4:30 p.m. in the Main Student Center Black Box Theatre), and marketing will soon be disseminated to faculty, staff, and students. Two listening sessions have been done strictly with students to hear their voices and concerns. The subcommittee has organized into three working groups to work over the summer. They are strategizing to gather more information for the summer and fall, and plan to utilize Cupula Conversations with Erik Kneubuehl and are working with him to reach out to faculty and staff on campus and come up with recommendations.

The subcommittee plans to host listening sessions, maybe two, open to the campus community to see what they think about student access and success. They plan to show some data as a
starting point, talk about what they have learned thus far and then pose questions – structured as a conversation rather than a presentation. Communication strategies were discussed about engaging with the campus community to attend and participate in discussion.

General suggestions were shared with the subcommittee including looking at: how to support transfer students, non-traditional students, and early college students.

It was suggested that the subcommittee look at journey mapping to evaluate the experience of students from the point they enroll to when they leave, as an important and critical component to this effort.

Walker noted the subcommittee found that their definition of student access and success is different than the students’ definitions. There was discussion about the importance of defining student success and being careful that we are all on the same page about that – noting that student success is not just graduation, but it is high impact practices and how we incorporate that into the student experience.

Various barriers and conditions that may impact student success were discussed, which led back to the structure of the student journey. It was noted that the journey cannot be so structured that it will not be flexible and adaptable to the needs of student veterans or first-generation students, for example. The suggestion was made that we first start with defining the system we are taking our students through, which is not clearly defined and structured. What is student access and success and what does that mean for ECU. How do we create that experience so that faculty and staff are clear on it, and students are also clear about it. For example, we want you to come in and, in that first year, begin to explore careers and touch base with career services, we want you to have at least 3 high impact practice experiences while a student here, introduce those early so all of our students are educated and informed about what some of those resources are to those close gaps. This approach was compared to course mapping administered by IPAR – what does a student need to do and at what point are we going to introduce and reinforce support.

Shook, Chair of the ECU Board of Trustees, applauded the work of the Commission and appreciated all that is being done.

**Update on Culture, Climate, and Communication Subcommittee Membership (Danell/Smith)**

Danell reviewed the charge for the Culture, Climate, and Communication subcommittee that was shared with and supported by the chancellor’s office. There was discussion about the proposed membership and plans to engage resource groups, which will support the subcommittee’s work. This will allow for critical support and input while also ensuring a productive subcommittee size. Steering Committee members were asked to continue providing feedback on subcommittee membership via Teams, ensuring diverse and broad representation.
Summer Schedule (Danell)
Next Steps & Closing (Danell)

The Steering Committee will briefly break from regular meetings over the summer but we still expect support and attendance at listening sessions, talking with co-workers and colleagues about the work of the Commission, and we may reach out and ask for some small group work.

Meeting adjourned.