



11-2010

## Meeting Minutes - November 2010

Commission for Blacks

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## Minutes for Commission for Blacks Meeting November 3, 2010

**Call to Order:** Dr. Camille Hall called the meeting to order at 12:00pm.

**In Attendance:** Tiffany Barnett (Graduate Student Representative), Ernest Brothers (The Graduate School), Wanda Costen (Retail Hospitality and Tourism Management), Dawn Duke (Spanish and Portuguese, Modern Foreign Languages and Literatures), Vern Granger (Admissions), Sekeenia Haynes (Program for Excellence & Equity in Research (PEER)), J. Camille Hall (Chair), Annazette Houston (Office of Disability Services), Tanisha Jenkins (Office of Minority Student Affairs), Joann Jeter (Career Services), Ferlin McGaskey (Graduate Assistant), Valuri Reid (Athletics), Maxine Davis (Student Affairs), Toby Boulet (Faculty Senate), Charles Houston (Black Faculty and Staff Association), Mary Papke (Commission for Women), Theotis Robinson (Equity and Diversity) Marva Rudolph (Office of Equity and Diversity) Rosa Thomas (Student Health) .

**Additional Guests:** Johnathan Kinnard, Avery Howard, Bianca King, Chicara Mayes, And Kevin Seymore: Donna Banquet (Commission for LGBT Persons) Nicole Collins (UTPD)

**Invited Guests:** Linda Francisco (HR), Piper Mullins (TRACE), Kynita Stringer-Stanback (UTK-Library Services)

1. **Review of October minutes:** After review, the October minutes were approved without change(s).

2. **Report from the Chair:** Dr. Camille Hall reported on the Community Forum. She reiterated how successful the event was and said that a report was available on Blackboard. The CFB will also begin producing a newsletter bi-annually starting in the spring 2011.

Dr. Hall asked Mary Papke to discuss the HERS Institutes (e.g., Bryn Mawr, Wellesley, Colorado). These training programs are specifically designed to prepare women in higher education to take on more advanced leadership roles. The CFW application deadline was November 12, 2010.

Dr. Hall invited discussion on developing effective mentoring programs for Black faculty, staff, and students. Several ideas were communicated including the need to define what it is to be a mentor, best practices in mentoring, the need to create events in which mentors/mentees can attend together, and clearly communicated requirements regarding commitment of time from mentor and relationship responsibilities on the part of both mentor and mentee.

3. **Access and Diversity Staff Retention Fund (ADSRF):** Linda Francisco from Human Resources shared information regarding the (ADSRF). This is a fund intended to help staff develop additional skills related to diversity. Staff members may identify programs, conferences, and workshops and submit their application. This is a reimbursement program; thus the individual receives the funds allocated through the fund upon completion of the training. Information is available on the Human Resources website.

4. **Trace:** Piper Mullins from the School of Information Sciences spoke and demonstrated TRACE. TRACE is an online archiving system that allows organizations and individuals to store and maintain relevant papers, reports, articles, and information. This information can then be directly accessed by the public. The system will be used by the CFB to collect and archive our historical documents.

5. **Announcements** Donna Banquet of the Commission for LGBT Persons reported on a spring event designed to discuss the concerns and issues of LGBT individuals of color.

**The meeting was adjourned at 1:01pm**