

Shepherd University Diversity and Equity Committee
Meeting Minutes
November 12, 2014

- Multicultural Student Affairs Updates
 - Increase in budget through state grant
 - Spring upcoming events
 - MLK Jr. Day of Remembrance, January 12th
 - African American History Month, (February), Eric Etheridge presenting
 - African American History Month, Freedom Writers
 - Asian-Pacific Heritage Celebration, Korean-Irish Comedian Ron McGehee (April)
 - Social Justice Issues: Sexual Violence Prevention, Counseling Services Collaboration (Spring)
- Community
 - Christmas in Shepherdstown starts on November 28, and goes to December 14
 - Freedom Fund dinner November 23, from 5:00 – 7:00pm
 - Tickets are \$35
 - Holiday Inn in Martinsburg
- Propose Committee Initiatives
 - Any changes will need to go through Assembly
 - Alan Perdue spoke about salary for custodial and food service positions
 - Pay grades are assigned by position title
 - Pay grades are the same all over the state
- Guest- Dr. Shari Payne, VP of Enrollment Management
 - Diversity Recruitment Plan
 - Wants to put a plan in writing
 - Suggestions from the Committee
 - Very diverse in schools within Jefferson and Berkley County, concentrate more in our local schools for recruiting and do more intentional recruiting
 - Reach out more to scholars and athletes
 - Recruiting more towards the Latino population.
 - Connect students with recruiters
 - Personalized outreach
 - Recruit more non-traditional students
 - Don't just give students everything, make them make a commitment
 - Have students on campus when there are events
 - PASS events, Homecoming, Late Day in the Zone, Shepfest, etc.