Muhlenberg College
President’s Diversity Strategic Planning Committee
Meeting #14: February 20, 2014; 5:00 p.m.
Seegers Union, GQ Annex

Committee Members
Kayla Brown, Ken Butler, Janine Chi, Sue Clemens, Matt Dicken, Troy Dwyer, Corey Goff,
Karen Green, Kathleen Harring, Chris Hooker-Haring, Callista Isabelle, John Ramsay, Robin
Riley-Casey, Cynthia Santiago, Zachary Tanne, Jeremy Teissere

1. Report of Progress to the Community
Dr. Chi stated that a faculty member has requested a report from the Committee at a faculty
meeting. She thinks it is appropriate for the Committee to comment on any report that is
given to the public. Dr. Chi asked if the website could include an opportunity for the
community to provide comments that don’t go directly to the President, but instead are
viewable by all Committee members. Dr. Teissere thinks faculty should provide a very brief
report outlining where we’ve been and where we’re going at Friday’s faculty meeting; such a
report might spur faculty to encourage to students to submit initiatives. Mr. Hooker-Haring
that the report should also include a roadmap – without dates – could help inform the
community of progress. It was agreed that the slide developed for the February 7
Community Forum would serve as the roadmap. Dr. Ramsay reminded the Committee that
the roadmap must include a final forum to the community an opportunity to review the draft
of the plan. Ms. Riley-Casey engaged the Committee in a discussion of original 77 faculty
who signed the letter to the President in February 2013; she thinks this group should re-
convene to work on proposing initiatives. Mr. Dwyer thought it would be a good idea to re-
convene the Diversity Vanguard to sponsor a similar event for those students who were
instrumental in beginning the discussion that led to the DSPC. Discussion followed. The
student representatives decided to meet to plan an initiative planning event for students.

2. Approval of Initiative Submission Template
Committee members made several very minor suggestions and Dr. Kathy Harring said she
would get a final version ready for distribution next week.

3. Finalizing Strategic Planning Goals
After much discussion and word-smithing, the Committee arrived at the following goals:
Goal #1: Cultivate a campus community that is supportive of inclusion, justice and social
equality.
Goal #2: Actively recruit and retain a student body with increasing numbers of students
from historically underrepresented and marginalized groups.
Goal #3: Actively recruit and retain more faculty and staff from those racial and ethnic
groups that have had limited access to careers in higher education.
Goal #4: Strengthen the depth and complexity of teaching and learning about diversity.
Goal #5: Engage more deeply with the diverse communities of Allentown and the Lehigh
Valley.
Goal #6: Assign responsibility for the measurement, assessment, and coordination of diversity initiatives.

There was some discussion about the differences in the wording in Goals #2 and #3. Mr. Chris Hooker-Haring agreed to write a footnote to explain why the Committee feels that different terminology is needed for these two goals. There was also discussion of the word curriculum vs. teaching and learning for Goal #4, so Mr. Troy Dwyer agreed to write a footnote to give the Committee’s rationale for the terminology we use.

The meeting was adjourned at 7:15 p.m.

Respectfully submitted,

[Signature]

Ken Butler