



Minutes
A&P Assembly Meeting
Forestry and Wildlife Building - Room 1101
Wednesday, February 8th, 2017 at 3:00 P.M.

Call to Order: 3:06 P.M.

I. Roll Call:

Present: Brooke Patton, John Heck, Joy Vrbka, Josh Conradson, Amanda Malone, Robert Kulick, Mark Bransby, Shelly Nemeroff, Steve Glennon, Bre Aunna McKenzie Stephen Gulley, Paula Davis, Jeanie Harry, Robert Holm, Tyler Adams, Katie Lee, Lawrence Hamberlin, Timothy Jones, Vick Walker

Absent: Claire Wilson, Tim Blackmon, Mike Stover, Amy Carbajal, Angela Chandler

II. Approval of Minutes from the December meeting

- a. Misspellings of 'meat' and 'transit' were corrected.
- b. A motion to approve the minutes was made by Mr. Bransby and seconded by Ms. Davis. The motion passed on a voice vote.

III. Speakers

- a. Dr. Taffye Benson Clayton, Associate Provost and VP for Inclusion and Diversity
 - Dr. Clayton stressed Diversity and Inclusion need to be strategically positioned and that we are fortunate that at Auburn it is. It's part of the university's strategic plan. It's mission aligned and driven. And it's integrated into the institutional fabric. Which gives it the weight that it deserves.
 - One thing that is critically important is that diversity and inclusion need to be well defined. She provided the universities definition.
 - She also emphasized the importance of including diversity in the organization's mission. That too is already true of Auburn's Mission Statement as well as a refresh statement approved by the board of trustees.
 - Her office is tasked with positioning diversity as a core value at Auburn. To inculcate the culture and be agents of change toward that goal.
 - What's new –

- i. Her (and her position) as it has a seat in both the President's council and the Provost's Council
 - ii. Renaming of the office from "Diversity and Multicultural Affairs" to "Inclusion and Diversity". It will take both concepts, working together, to make the changes that are critical.
- What's next
 - i. Building new and strengthening existing relationships. For both her and the unit.
 - ii. Staffing analysis of current structure looking for areas of opportunity and content expertise voids. Identifying areas where further capacity is needed. So that they can be a greater resource to the institution.
 - iii. An Assistant Vice President for Access & Inclusive Excellence position has been created to increase diversity in the student body as well as student outreach, student recruitment, student success, student retention. All designed to ensure that students get to and through Auburn in four or five years.
 - iv. Following through on the recommendations and priorities from the climate assessment implementation committee done previous to her arrival.
 - v. Harmonize and refresh the annual reporting process
- What's ahead
 - i. New approaches, New endeavors, and New Opportunities
 - ii. Multi-constituency scope
 - iii. Evidence based action
 - iv. Better coordination
 - v. OID has an opportunity to be more collaborative.
 - vi. They want to have the capacity to be able to come out and engage their academic and administrative units in a highly consultative manner. Spending roughly an hour sitting down to talk about goals, challenges successes, and opportunities. This is an important and effective way to do the work that needs to be done.
- Opportunities
 - i. Elevating the profile of D&I creating a more coordinated infrastructure
 - ii. Advance the culture of collaboration
 - iii. Create a broad and inclusive approach
 - iv. Become a national leader when it comes to diversity and inclusion
- Questions:
 - i. Mr. Kulick asked about the role of a Bias Response Team
 - ii. Mr. Walker asked a question that focused on how international students are reacting to the turbulent times that our country, state, city and organization are currently experiencing regarding attitudes towards people from other countries.

- iii. Mr. Bransby asked a question about what objective measurements the OID plans to use to make sure that there is no subjectivity in whether goals were reached and objectives achieved.

b. Ryan King – Digital Philanthropy, VP for Development

- Ryan's presentation focused on Tiger Giving Day (Feb. 21st)
- The event shows off things that many people don't know about. And helps raise money to meet the financial needs required to take those projects further.
- Example: Auburn has the only dinosaur egg found east of the Mississippi.
- It also helps us recognize donors that give, but their gifts are not substantial. Each project raises money, executes their plan and then involves the donors in the 'reveal' in some way.
- Ryan did mention that if you give during Tiger Giving Day, it counts towards Faculty Staff Campaign.
- Mr. Kulick asked what qualifies as a Tiger Giving Day project. Ryan explained that it is an application process and they are looking for projects that can be funded quickly (no more than around \$30K) and if possible, is tangible.

IV. Comments from Chair

a. Hardship Fund

- Welfare Committee is meeting Feb. 10 to sit down and determine what is needed to push this initiative over the finish line.

b. Presidential Fellowship

- Under the advisement of Dr. Gogue and Dr. Large, we have suspend the Presidential Fellowship, probably for until next year.

c. Spring elections Executive Committee

- An email will be sent out tomorrow (February 9th) soliciting nominations and self-nominations for the executive committee (Chair-Elect, Secretary and three At-Large positions). The deadline will be March 16 and anybody not rolling off is eligible for any of the positions. (Chair-Elect is open even to those rolling off). The election will occur at the next assembly meeting on April 12th in the Baily Auditorium at the Vet School. Dr. Gogue will be there too.
- April 3-28 will be nominations for position replacements on the assembly. Those who have served their first term are eligible to be nominated (or self-nominated) for a second term. New representatives will be announced at the May meeting.
- A list of University Committee spots will be available May 1st and we will fill those by June 1st. Followed by A&P Standing committees in July and August.

V. Executive Committee Report

- a. The executive committee continues to focus on reviewing our policies and procedures and documenting them in a Standard Operations Policies. If you've been part of handling a non-documented situation, let us know the details so that we can codify how it should be handled. Because, inevitably, it will happen again.
- b. If you have an idea for a meeting location or speaker, please let Lawrence know.
- c. In our last meeting, we worked on the detailed schedule for nominations and elections presented above.

VI. New Business

- a. Scott Kirkland requested that the A&P assembly look into convincing the university administration to allow employees to take two classes in a full summer semester since they will allow one class to be taken in each minimester. Leadership explained the history of the tuition/education benefit and the warnings that we have received regarding trying to change it.

Adjourn: 3:53 P.M.