Members present: Joe Melcher, Mike Ernst, Sara Grachek, Kristian Twombly, Lisa Foss, David DeGroote, Debra Leigh, Kerry Marrer, Diana Lawson, Dan Gregory, Mike Reedy, Plamen Miltenoff, Steve Hornstein, Lalita Subrahmanyan, Diana Burlison, Mike Sharpe, Brady Haggstrom, Juliet Ogembo, Judy Kilborn, Jennifer Quinlan, Debra Gold, Mark Petzold, John Eggers, John Palmer, Mark Jaede

1. Motion to approve minutes of October 6, Kilborn/Leigh. Passed with no objections and no changes
2. New agenda item
   a. Announcement by Foss: IT consultants' report is out; there are several opportunities to attend feedback meetings regarding report. Schedule of meetings was e-mailed yesterday.
3. Professional support positions feedback
   a. Student Relations Coordinator
      i. Committee discussed various suggestions and questions regarding the positions
      ii. Eggers raised several questions that came out of meeting with SLD faculty/staff. (See document he e-mailed after meeting for specifics.)
      iii. Overall concern was possibility of diffusion of contacts, which used to be specific to associate deans. Concerns about possible silos.
      iv. Twombly and Foss noted that some colleges already have similar positions (e.g., Education, Business)
      v. Suggestion was made to indicate in the current document that these are functions, not position descriptions. We can/should discuss with institutions that have similar staffing models (e.g., Mankato).
      vi. Need to make sure that there is flexibility to allow for the different needs and styles of different colleges/schools.
   b. Experiential Learning and Outreach Coordinator
      i. Noted that Career Services already has this type of position
      ii. Suggestion that this staffer also promote -- not just coordinate -- speakers, events, conferences, etc.
      iii. Add IT to list of others (in last bullet)
c. **Administrative Director**
   i. clarified that they don't set budgets -- just monitor them.
      Departments/Deans would still set budgets.
   ii. Discussed issues around coordination/sharing between people filling
      these positions in the different colleges/schools
   iii. made a number of language changes and revisions (recorded by Foss)

d. All of this feedback will go to Provost

At this point we jumped to agenda item 6 while waiting for guests.

6. SPC subgroup update: Subgroup will meet next Thursday (10/27/11). One important item they will deal with is timing of co-chair position because SPC probably will not be reconfigured in time. Likely options are either continuation or election (if the latter, must happen very soon).

Back to agenda item 4.

4. Diversity Task Force plan revision discussion with guests Shazad Ahmad and Jane Olsen.
   a. They noted that it is exactly 3 years since the task force was charged.
   b. Following lots of work this summer, group received good feedback at
      Convocation listening groups and received 7-8 written feedback documents from
      outside groups. Spent 12 hours evaluating, accepting, and rejecting suggestions,
      which were both practical and philosophical.
   c. One problem with report is that it has too many recommendations. Olsen
      suggested that SPC may have role in helping to prioritize them.
   d. Indicated that it is also limited in the degree to which it took into account
      international students, graduate students, veterans, and alumni.
   e. Jane thanked Lisa Foss for all of the help with the process
   f. The document is in the process of being formatted for readability.
   g. Suggestions that campus units can decide which recommendations they
      should/can help carry out
   h. Concern was expressed that this is being presented as a "report", whereas the
      President had asked for a plan. At the very least, the report needs to be turned
      into a plan ASAP.

5. **Motion**: Leigh/Ogembo: The SPC recommends that a subcommittee be assigned to seek
   out models of diversity plans at other institutions in order to develop our diversity plan.
   a. Discussion: following discussion, motion was revised to:

6. **Motion**: SPC recommends to the President that a group be formed to recommend
   models and framework for diversity plan.
   a. Discussion: following discussion motion was withdrawn. The Diversity Task Force
      report will be placed back on SPC agenda as soon as the final draft is ready.
7. Agenda item 5. Strategic Action Plan campus consultation process. Invitations are already out to campus community. Because food will be provided, participants need to RSVP. Suggestion to add an evening event for those whose shifts prevent attendance during the day.
   a. Sharpe asked whether the report was going through the bargaining unit Meet and Confer process. Discussion focused on the idea that it would probably be better to wait until the end of the process. In the meantime SPC members should share the report with their bargaining units, as appropriate (Foss will send out the most recent draft).
   b. Foss asked that SPC members try to attend at least one of the community feedback sessions.
   c. Discussion about whether it would be useful to have an SPC subgroup to organize feedback from the sessions and write draft recommendations. This group would meet between November 10-17, and December 16-January 19.
   d. Motion: Subrahmanyan/Palmer: That at its next meeting, the SPC create a subgroup to organize feedback and write draft recommendations based upon campus feedback on the new SAP.
      i. Passed with no objections

Minutes submitted by Joe Melcher