

**PIE Council Minutes**  
**February 17, 2012**  
**1:30pm**  
**Welty Board Room**

**Members Present:** Twila Alpe, Erin Kempker, Shannon Lindell, Menuka Ban, Cathy Young, Nora Corrigan, Dave Haffly, Nora Miller, Cassie Derden, Rusty King, Martha Jo Mims, Allegra Brigham, Marty Hatton (Chair)

**Members Absent:** Royal Toy, Carla Lowery, Brandy Larmon, Sirena Parker, John Davis, Larry Jones, Perry Sansing, Dionne Fortenberry, Mark Bean, Carlos Williams Jr., Kimberly Dorsey, Shelly McNeas, Jim Borsig

1. Approval of minutes from January 20, 2012. A motion to accept the minutes with corrections was made by Nora Miller and duly seconded by Cassie Derden. Council carried the motion.
2. The Retention Committee is represented from PIE, Academic Affairs, and Student Affairs. They will have a retreat Friday, February 24, 2012. What comes out of it will be important for the PIE committee.
3. The SACS reaffirmation time line is 2014.
  - Currently we are building data bases and putting information into Campus Labs Software.
  - The data will be hosted off-site.
  - The key piece that we are trying to get developed at this time is the Faculty Credentialing.
  - As data is entered we will create a time line for identifying those that need access for review of data as we build.
  - The goal is to run that concurrently while building our SACS leadership team.
  - There is an upper leadership group of five that is going for training in Atlanta on June 4<sup>th</sup>.
  - There will be another level of leadership that will be responsible for reviewing and making sure we have accurate information and we are covering everything that we need to cover. This team needs to be built and in place by the end of May.
  - In April we will start working with campus to identify leadership teams.
  - SACS has an expectation that we bring in an outside consultant.
  - Goal is to produce our reaffirmation document for external review by Fall 2013.
  - January 2014 our QEP goes in with a site review in the spring. Our target is March.

- If all things go as they should we would have confirmation at the December 2014 annual meeting of what our status is.

#### 4. Implementation of our Diversity Plan

- The Steering Committee is comprised of 4 groups:
  - Students
  - Curriculum
  - Employees
  - Vendors
- There are minimal factors IHL does want us to address and that is detailed in the original IHL Plan document.
- The group reviewed the Mission Statement and decided to revise it. (Copies of the old and revised version are on file.) A motion was made by Allegra Brigham for the revisions to be made and duly seconded by Cathy Young. Council carried the motion.
- Several changes were made to the Initial Recommendations. (Copies of the old and the revised version are on file.)
- We must establish what we believe to be realistic goals for a 5 year plan.
- We are balanced with our online programs. Some programs appear to be more diverse than others. Why is that?
- Diversity based scholarship could be considered.
- How can we recruit minority faculty to this campus? A possibility is to recruit from within. Could scholarship them if they agreed to work for a certain length of time.
- Need an approved draft by May. Bulleted list year by year with loose financial figures.
- IHL should approve early fall then it would be implemented on Campus.
- We can't enforce that vendors report but IHL could make that determination.
- So that students see minorities working in office we may need to move people around.
- What is the diversity among residential students?
- Plans are to have the preliminary recommendations to the President by Wednesday of Spring Break so that he can get it out to the Cabinet. The President and Cabinet can review through the end of March and recommendations can be given back to the Diversity group by the end of March.
- Have the final draft by the end of April.
- One recommendation that is very specific is the implementation of African American Studies.

5. The Budget and Planning Priorities FY 2012 was reviewed and changes made. Twila Alpe made a motion that it be accepted with changes duly seconded by Cathy Young. The Council carried the motion.