



RESOLUTION #14-04

Campus Diversity & Minority Student Support

Date: March 14, 2014

Authored by: Senator Tyler Barker, Senator Nicholas Buford, Senator Micah Howell, Senator Isaiah Smart, Senator Tamelonie Thomas, President William Jimerson

Contributors: Senator Tori Baldwin, Senator Matthew Cowan, Senator Tamera Dunn, Senator Fabiola Gomez, President Pro Tempore Tamelia Hall, Senator Tochi Madueke, Senator Katya Solomkina, Senator Eric Self

Sponsored by: Senators Belle, Childs, Copeland, Greene, Hackett, Hellams, Henry, Hill, Huffman, Jupiter, Lewis, Lilly, Martin, Roberts, Ja. Robinson, Siddiq, Washington, Williams, Wilson

Be it enacted by the Senate of Valdosta State University (VSU) here assembled, that:

Whereas, according to the statistics provided by the Office of Institutional Research:

Fall 2013 Student Enrollment

	Full-time	Part-time	Total
Undergraduates	8,277	1,441	9,718
Graduates	687	1,480	2,167
Total	8,964	2,921	11,885

Source: VSU OIR analysis of USG Enrollment Data, 2014.

	Male	Female	Total
Undergraduates	3,953	5,765	9,718
Graduates	645	1,522	2,167
Total	4,598	7,287	11,885

Source: VSU OIR analysis of USG Enrollment Data, 2014.

Race/Ethnicity	Undergraduates	Graduates	Total
White	52.0%	69.8%	55.2%
Black or African American	35.4%	22.1%	33.0%
Unknown	1.5%	0.5%	1.3%
Non-resident Alien	2.4%	1.7%	2.3%
Asian	1.0%	0.9%	0.9%
Hispanic	4.2%	2.1%	3.8%
American Indian or Alaska Native	0.2%	0.2%	0.2%
Multiracial	3.1%	2.7%	3.0%
Other	0.2%	0.0%	0.2%
Total	100.0%	100.0%	100.0%

Source: VSU OIR analysis of USG Enrollment Data, 2014.

2013-2014 School Year Employees

	Full-time	Part-time	Total
Faculty	488	132	620
Staff	809	423	1,232
Total	1,297	555	1,852

Source: VSU OIR analysis of USG HRDM Data, 2014.

	Male	Female	Total
Faculty	309	311	620
Staff	550	682	1,232
Total	859	993	1,852

Source: VSU OIR analysis of USG HRDM Data, 2014.

Student Government Association Valdosta State University

Location Student Union • Address 1500 N. Patterson St. • Valdosta, GA 31698-0379
Phone 229.333.5941 • Fax 229.245.6481 • Web www.valdosta.edu/studentaffairs/sga • E-mail sga@valdosta.edu

Race/Ethnicity	Faculty	Staff	Total
White	81.1%	64.3%	69.9%
Black or African American	7.1%	22.6%	17.4%
Unknown	0.6%	8.7%	6.0%
Non-resident Alien	4.4%	1.4%	2.4%
Asian	3.9%	1.3%	2.2%
Hispanic	2.1%	1.2%	1.5%
American Indian or Alaska Native	0.6%	0.2%	0.3%
Multiracial	0.2%	0.3%	0.3%
Other	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%

Source: VSU OIR analysis of USG HRDM Data, 2014.

Whereas, the Valdosta State University’s Division of Student Affairs’ mission is to “promote student development and leadership by providing quality programs and services that fulfill the diverse educational, recreational, social, and multicultural needs of the student population and the university community;” and

Whereas, the Valdosta State University’s Office of Social Equity’s mission is to “promote and sustain an environment of diversity, equity, respect and inclusiveness for all members of the University community through education, intervention, compliance, training, assessment, programming and support services. The office works to promote and advance the efforts of the University towards adhering to the laws of the country and state regarding equal opportunity, affirmative action, as well as developing and sustaining a diverse learning, living and working environment;” and

Whereas, the Student Government Association serves as the governing body of the students at Valdosta State University and its mission is to “form a democratic, efficient, and responsible student government; to represent, lead, and unify the student body, to decide and act responsibly for the students’ interest, and to work with the faculty, staff, and administration of the university in the pursuit of our mutual interest. We are dedicated to serving the student body, and representing the students and the university by holding ourselves to the highest of standards. We strive to meet the needs of the students and to better each students’ experience here at VSU;” and

Whereas, based off the statistics presented in this resolution, Valdosta State University does not employ, recruit, and retain adequate representation of faculty and staff personnel of diverse backgrounds and ethnicities proportionate to the diversity of the student population statistics; and

Whereas, a university employee has not held the Assistant Dean of Students for Minority Affairs position, or similar position, in over a decade; and

Whereas, students who identify as minorities such as international students, LGBTQ students, disabled students, and students of different ethnicities, religious, and/or racial backgrounds need a representative to mentor, support, and address their specific needs; and

Whereas, student representatives of the diverse environment of VSU have submitted letters of experience to the current SGA President and a select group of higher level officials noting their struggles on this campus; and

Whereas, the 2013-2019 University strategic plan aims to:

- promote a diversity-rich, student-centered environment by engaging in inclusive social, civic, cultural, professional, and intellectual activities (*Objective 3.1*).

- attract and retain talented employees from diverse backgrounds with a high potential for success (*Objective 5.1; USG Strategic Imperative 3a, 3b*).
- improve institutional capacity to sufficiently meet the needs of the institution and its students (*Strategy 5.2.3*).
- conduct periodic review of policies to ensure that programs and services fully address issues of student needs and interests, employer requirements, quality, costs, and centrality to the institution's mission (*Objective 5.3.1; USG Strategic Imperative 1e, 2a, 3b, 3c, 3d*).
- engage ongoing and vigorous assessment of those programs and services to demonstrate accomplishment of mission, goals, and outcomes (*Objective 5.3.1; USG Strategic Imperative 1e, 2a, 3b, 3c, 3d*); and

Whereas, the current mission of the Office of Social Equity, who is currently responsible for diversity initiatives for the entire campus community (faculty, staff, and students), is too broad of a responsibility for the amount of staff employed in the Office of Social Equity and has neglected to “achieve excellence through diversity” efficiently and appropriately coordinate student-centered programmatic efforts for the student population, such as:

- | | |
|--|---|
| <ul style="list-style-type: none"> • LGBTQ Resources, • Upward Bound Program, • Multicultural Assistance program (MAP), • Relationship and sexual violence prevention, • African American Male Initiative, • Scholarships and grant opportunities, • Cultural Heritage celebrations, • Collaborating with Center of International Programs and Society of International Students | <ul style="list-style-type: none"> • to assist in the well-being of international student experience and transition, • Collaborative alliances, mentoring, and advocacy for student organizations and community diversity, • Student-centered diversity training, empowerment conferences, and workshops; and, |
|--|---|

Whereas, the current University organizational chart operates an Office of Social Equity, under the leadership of the Director of Social Equity with only five employees (majority tailored to Educational Talent Search), one graduate assistant, and three student employees, a broad range of responsibilities encompass the following areas, which has led to limited efforts towards student-centered efforts and initiatives:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Equal Opportunity Compliance, • Human Resources Complaints, • Diversity Council, • Safe Space Training & LGBTQ resources, • 50 Years of Integration Committee, | <ul style="list-style-type: none"> • Education Talent Search, • Diversity training and workshops for faculty, staff, and students, • Student programming, advocacy, and development, etc.; and |
|--|---|

Whereas, of the comprehensive universities within the University System of Georgia, Valdosta State University is the only institution that combines the vital responsibilities into one departmental unit and lacks a separate multi-cultural and diversity student awareness and development component within the Division of Student Affairs; and

Whereas, the University Diversity Council has failed to produce sufficient results in alliance with its designed mission, demonstrate to be a resource of outlet to connect and/or act on the concerns of the student population, and recruit a diverse representation of all VSU constituency groups; and

Whereas, student leaders, faculty, and staff personnel have convened with students of diverse backgrounds to express and share the concern the diversity and multi-cultural issue in hopes of making the university administration aware of the drastic need for change on numerous occasions, including, but not limited to:

- April 29, 2013: Dinner with the President coordinated by VSU student, Mr. DeAndre Jones and VSU NAACP
- Summer 2013 and ongoing: Focus Groups on Experiences Impacting the Retention and College Completion of African American VSU Undergraduates coordinated by Dr. Richard & Lorraine Schmertzling and Doctoral of Higher Education Leadership Candidate/VSU Alumni, Ms. Shani McArthur-Moore

- October 7, 2013: Minority Student Affairs Meeting coordinated by Student Government Association President, Mr. Will Jimerson
- October 10, 2013: "VSU, lacking unity" article written by Mr. Isaiah Smart and published in *The Spectator*
- October 14, 2013: Recruitment and Retention of Faculty of Color Workshop presented by Dr. Jerry Hardee coordinated by the Office of Social Equity and Employee and Organizational Development
- January 21, 2014: Being a Minority in a Predominately White Institution Panel Discussion hosted by the 50 Years of Integration student committee members
- February 17, 2014: KolorBlind; The Unspoken Topics hosted by Kappa Alpha Psi Fraternity, Incorporated and the student-lead Black History Week Planning Committee, coordinated by Black Student League and NAACP.

Therefore, **BE IT RESOLVED THAT** it is recommended that our university develop and adopt a specific, strategic diversity plan within the next fiscal year identifying ways to improve the student experiences through cross campus partnerships, meet the mentoring needs and concerns of minority students, outline measures to recruit and retain a diverse representation of faculty/staff to reflect the student diversification, educate the majority student population, and identify strategies and tactics that direct high priority action to enhance the campus community's diversity and inclusive efforts.

Therefore, **BE IT RESOLVED THAT** it is recommended that the Office of Social Equity be separated and restructured effective July 1, 2014 for the 2015 Fiscal Year as the following:

- establish "Office of Multicultural Affairs," "Center for Multicultural Affairs," or "Multicultural Student Center," with a qualified Director (with higher education/diversity experience), an Assistant Director (with higher education/diversity experience), Administrative Program Coordinators, and graduate assistants, for multicultural student programmatic efforts, scholarships/grants, etc. under the Division of Student Affairs at the current Office of Social Equity house located on N. Patterson Street, and
- establish a "Chief Diversity Officer," "Director of Equal Opportunity," or "Director of Diversity Services" as a member of the University President's Cabinet and/or member of the Human Resources Department, to oversee equal opportunity, Title IX, and affirmative action compliance, confidential grievance/complaint process, and resources/training for faculty and staff to work in alliance with the "Office of Multicultural Affairs," "Center for Multicultural Affairs," or "Multicultural Student Center."

Therefore, **BE IT RESOLVED THAT** that our University continue, as outlined in the University Strategic Plan Objective 5.1, to attempt attract and retain talented employees, with emphasis on faculty, higher division level staff in the Division of Student Affairs, and the Office of Student Life staff recruitment, from diverse backgrounds.

Therefore, **BE IT RESOLVED THAT** the intent of this resolution is not to displace or terminate any personnel of Valdosta State University; however, to encourage our University administration to investigate avenues to restructure the aforementioned areas for the well-being and inclusivity of the student population.

FINALLY, LET IT BE RESOLVED THAT this resolution be distributed as deemed fit by the Student Government Association President upon passage.

For Office Use Only			
Received:	<u>03/14/14</u>	Yes:	<u>3</u>
Initials:	<u>NS</u>	No:	<u>0</u>
		Abstain:	<u>4</u>
Motion:	<u>Senator MICAH HOWELL</u>		Secondary Mover: <u>Senator ZYAISHA SPACKETT</u>
APPROVED	DENIED	VETOED	President's Signature: <u>[Signature]</u>

**STUDENT GOVERNMENT ASSOCIATION
RESOLUTION 14-04 APPENDIX
ADDRESSING
CAMPUS DIVERSITY AND MINORITY STUDENT SUPPORT**

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Valdosta State University 2013-2014 Profile

A Unit of the University System of Georgia

<u>Fall 2013 Enrollment</u>	<u>Men</u>	<u>Women</u>	<u>Total</u>
Undergraduate students	3,933	5,748	9,681
Graduate students	645	1,523	2,168
Total students	4,578	7,271	11,849

Undergraduate Make-Up

Race/Ethnicity

White	56.5%
Black or African American.....	33.4%
Hispanic.....	4.1%
Multiracial	3.0%
Asian.....	2.1%
Unknown	0.5%
American Indian or Alaskan Native.....	0.3%
Native Hawaiian or Pacific Islander	0.2%

Gender

Female	61.4%
Male.....	38.6%

Classroom/Student Information:

Average Undergraduate class size:
 Freshman/Sophomore level: **28**
 Junior/Senior level: **18**
 Student/Teacher ratio: **22:1**
 Average Age Undergraduate: **22**
 272 International students from 33 countries
 Out-of-state students: **8.1%**
 Students come from 44 states & 2 US Territories

New Freshman Average **SAT (Math +Critical Reading) Score: 1015**
 New Freshman Average **ACT Composite: 21**
 New Freshman Average **High School GPA: 3.15**

Faculty

Full-time instructional faculty members: 484
 Doctorate or terminal degree in their field: 78%

Campus Technology

- 88 Computing facilities with over 1800 student computers available
- Every academic building and the library have computer labs
- Computer lab assistants available in every lab
- Internet access & e-mail access provided for students and a Campus Pipeline
- All Residence Halls have wireless internet access
- Course registration via the web
- Library Internet Café open 24-hours a day

Student Success Center

- Tutoring Services: subjects such as biology, chemistry, math, computer science, languages, and writing.
- Advising Services: assists students in understanding University policies which directly affect their academic success.
- Student Employment: assists students in locating on & off-campus jobs.

Campus Security:

Rated as one of the state's safest institutions
 23 Public Safety Officers
 3 officers on duty at all times
 138 Emergency Call Boxes
 Security escort service provided
 Closed circuit TV monitors

Residence Halls:

Traditional Style Residence Halls – Brown, Langdale, Lowndes, Patterson, and Reade
Suite Style Residence Halls – Hopper and Georgia
Apartment Style Residence Halls – Centennial and Converse
Honors Hall - Reade – students who have been accepted into the VSU Honors College.

Students who live in school housing:
 Approximately **23.1%**

First-time, first-year students who live in school housing: Approximately **77.8%**

Sports: NCAA Division II

(*indicates recent **national championship title**)

Women (6) - cross country, basketball, *softball, tennis, volleyball & soccer

Men (6) - *football, cross country, basketball, *tennis, baseball & golf

Odum Library:

Books, serial back files & government documents:
 651,312
 Serial subscriptions: 2,558
 Microforms: 1,110,855
 Audiovisual materials: 57,469

Financial Aid**Priority Deadlines**

Fall Semester - *June 15*
 Spring Semester - *November 1*
 Summer Semester - *April 1*

-Required forms: FAFSA
 -Students who were awarded financial aid: 9,063
 -Students who were awarded only non-need based aid: 757

Costs for 2013-2014 Academic Year

Tuition (15 hrs) \$6,884.00
 Residence Hall \$3,880.00-6,975.00
 Full Meal Plan \$3,664.00
 Book Estimate \$1,200.00
 \$15,628.00 – 18,723.00
 For out-of-state, add \$12,582.00

Clubs & Organizations

-Over 200 different clubs & organizations
 -24 Greek Organizations:
 14 fraternities
 10 sororities
 -18 Religious organizations
 -Student Government Association
 -Many other clubs/organizations that pertain to student's major & interests

Ten Most Popular Undergraduate Majors

Biology
 Psychology
 Nursing
 Criminal Justice
 Exercise Physiology
 Mass Media
 Business Administration
 Speech Communication
 Communication Disorders
 English

Campus Transportation

Shuttle bus service:

-3 lines that run different routes everywhere on campus every 10-15 minutes

Campus Construction

- Spring 2014--Construction complete on Health Science & Business Administration Building
- 2 Suite-Style Residence Halls
- Student Union
- 2 Parking Decks
- Football Athletic Field House
- Soccer Fields

Valdosta State University's History

Founded in 1906 as South Georgia State Normal College; opened to "young ladies" on January 2, 1913, and offered two years of college work; 1922 name changed to Georgia State Woman's College at Valdosta; went coeducational in 1950 and changed the name to Valdosta State College; in 1993 the College was elevated to Regional University status and became Valdosta State University.

Valdosta & Lowndes County

- Valdosta, the county seat of Lowndes County, is Georgia's 11th largest municipality, with a population of approximately 50,000. Lowndes County has approximately 105,000.
- Valdosta, located at the Florida border, has a mild climate.
- Valdosta is just 4 hours from Atlanta and Orlando.
- Moody Air Force Base, home of the 23rd Rescue Wing, is located in Lowndes County.
- Wild Adventures is Georgia's newest theme park located 4 miles south of VSU at Exit 13. Wild animals, rides and shows are all features at this 170 acre park.
- Valdosta Regional Airport serves the Valdosta area.

Visitation Days for 2013-2014

- November 9, 2013
- February 8, 2014
- April 5, 2014

Daily Tours

- Monday-Friday
 - By appointment

Virtual Tour

- Online at: www.valdosta.edu/admissions

Minority Dinner with President McKinney
 April 29, 2013 7p.m. UC Executive Dining Room

Order of Program

Welcome- Deandre Jones

Introduction of Attendees

President's Address

Prayer- Martiez Moore

SGA Presidential Address- Will Jimerson

Minority Experience: The Journey to Homecoming Queen- Kyler Dessau

Faculty Experience- Dr. Shirly Hardin

Staff Experience- Rebecca Taylor

Comments

Closing Remarks- President McKinney

Attendees

- DeAndre Jones, VSU NAACP
 - Tyler Barker, VSU NAACP, VSU Ambassadors
 - Kyler Dessau, SGA Chief Justice, Homecoming Queen
 - Amber Worthy, SGA Vice President
 - Hassanat Oshodi, SGA Comptroller
 - Reggie Merritt, SGA Senator
 - Airy Hall, VSU NAACP President
 - Kelli Williams, Black Student League President
 - Christina Resolus
 - Isaiah Smart, SGA Senator, VSU NAACP
 - Chris Hawkins, SGA Senator, VSU NAACP
 - Tamelonie Thomas, SGA Senator
 - Ashleigh Mansfield, VSU NAACP
 - Ryan Brown, Alpha Phi Alpha Fraternity, Inc.
 - Ayannie Thomas, Media Arts Geniuses
 - Martiez Moore, XChange Ministries
 - Jeremy Kirk, Alpha Phi Alpha Fraternity, Inc.
 - Kelsey Garner, SGA Judicial Council, Resident Assistant, Alpha Kappa Alpha Sorority, Inc., VSU Ambassadors
 - Prisella Peay, Sigma Gamma Rho Sorority, Inc.
 - Brandon Mainer, Phi Beta Sigma Fraternity, Inc.
 - Jeremiah Wiggins, Kappa Alpha Psi Sorority, Inc.
 - Eboné Lawson, Delta Sigma Theta Sorority, Inc.
 - Adrianna Ratcliff, Zeta Phi Beta Sorority, Inc.
 - Anthony Howard, Iota Phi Theta Fraternity, Inc.
 - Will Jimerson, SGA President Elect
-
- Dr. Shirley Hardin, Director of African American Studies/Professor of English
 - Dr. Calvin Walker, Professor of African American Studies
 - Mrs. Carla Jordan, Assistant Director of Career Services/Greek Advisor
 - Mrs. Rebecca Taylor, Director of Testing/Student Organization & Greek Advisor
 - Dr. Maggie Viverette, Director of Social Equity



Share Your VSU Experiences!

African American student retention at VSU is not where it needs to be. In an effort to stop this downward trend, we want to learn about contributing factors and we need your help! You can make a difference!

Do you identify as African American or Black?
Have you been enrolled at VSU for at least two semesters?

If so, participate in a research study to share your college experiences and receive a \$5.00 Starbucks gift card!

E-mail: snmcarth@valdosta.edu

Who are the researchers?

Richard Schmertzing
Lorraine Schmertzing
Danielle Alsandor
Shani "Nikki" Moore

What is asked of participants?

Attend a 90-minute focus group
Optional: Attend an hour individual interview

INTERESTED?

Email: snmcarth@valdosta.edu OR
lschmert@valdosta.edu

Why should you be interested?

- To help identify ways to improve African American student retention and graduation at VSU
- To help improve the climate at for diversity VSU
- To get a \$5.00 Starbucks Gift Card

Experiences Impacting the Retention & College Completion of African American VSU Undergraduates

Goal: To understand the lived experiences of African American students at VSU -- a Predominantly White Institution (PWI), and to identify factors that contribute to and/or hinder the recruitment, enrollment, retention, professional development, and graduation of African American students at the PWI Valdosta State and eventually, beyond.

Stats: From VSU SRA databank

- 35% of VSU undergraduate enrollment in Spring 2012 self-identified as Black or African American (54% as White)
- From 2005 – 2007 an examination of retention for students in year 1, year 2, and year 3 of their tenure indicated higher percentages of Black students being retained than White students that trend changed and the data we have for 2008 – 2010 indicate the reverse, retention by percentage was higher for White students
- From Fall 2003 to Fall 2012 the African American male undergraduate population grew 116% and the female African American population grew 85%.
- The percentage of African American students living on campus is 54% to the 35% White.

Sample Prompts for Focus Groups

- Tell me about your decision to attend VSU. (*Probe:* What experiences impacted your decision?)
- How would you describe your college experience thus far?
- Tell me about the racial dynamics on VSU's campus.
- What experiences do you believe have contributed to your continued enrollment at VSU?

Sample Comments from Focus Groups that preliminary indicate Themes

- I never had a problem at VSU, I did everything at VSU, I love VSU, VSU is the best school in the whole entire world, until I started going to other schools. I've been visiting a lot of historically black colleges & I've just seen a lot of difference in support the students get, just for little things that you don't even think about. I went recently to Howard's homecoming & everyone was so friendly, & everyone wanted to help me, and they were like do you have a job? What do you want to do? & I was like I'm not a Howard student & they went I don't care & taught me little things like walking around with a business card ... it's not been the best road at VSU.
- I've lived in almost every dorm except Georgia Hall. It is so hard to get into Georgia Hall. I think that's a predominately white hall.
- I stayed at VSU because my mother would not let me transfer. I would've left after freshman year.
- For the diversity because Valdosta State claims this diversity thing but there are diverse students but not as far as faculty-I mean you may see diversity in staff, your maintenance crew, uh OK you see that in staff, but as far as faculty you don't see that. It would go a long way in motivating students as far as inspiring students and helping students have someone that they might be able to relate to.

6

William C Jimerson

From: William C Jimerson
Sent: Sunday, September 29, 2013 8:07 PM
To: Megan L Pugh; Brittany V Hewitt; Erica L Garcia; Leandra R Vasquez; Micah Z Howell; Isaiah T Smart; Tyler E Barker; Alexis S Bell; Abria J Bonner; Matthew C Lovelace; Kimberly A Cantrell; Yekaterina Solomkina; Ndy Secka; Ryan T Brown; Fitkeesha E Beckford; DeAndre Jones; Britney N McCrae; Hassanat A Oshodi; Kara LeAnn Fountain; Erica A Adams; Stephanie S Browne; Stevance J Andrews; Jessica D Tuggle
Cc: William C Jimerson
Subject: Minority Student Affairs Meeting

Importance: High

Tracking:

Recipient	Read
Megan L Pugh	Read: 9/29/2013 8:19 PM
Brittany V Hewitt	Read: 9/29/2013 8:15 PM
Erica L Garcia	Deleted: 10/7/2013 11:55 PM
Leandra R Vasquez	Read: 9/29/2013 11:09 PM
Micah Z Howell	
Isaiah T Smart	Read: 10/1/2013 10:44 AM
Tyler E Barker	Read: 9/29/2013 8:22 PM
Alexis S Bell	
Abria J Bonner	Read: 9/29/2013 8:13 PM
Matthew C Lovelace	Read: 9/30/2013 10:42 AM
Kimberly A Cantrell	Read: 9/29/2013 8:10 PM
Yekaterina Solomkina	Read: 9/29/2013 11:31 PM
Ndy Secka	Read: 9/29/2013 8:41 PM
Ryan T Brown	Read: 9/29/2013 8:12 PM
Fitkeesha E Beckford	Read: 9/29/2013 8:30 PM
DeAndre Jones	
Britney N McCrae	Read: 9/29/2013 9:13 PM
Hassanat A Oshodi	
Kara LeAnn Fountain	Read: 10/2/2013 12:17 AM
Erica A Adams	Read: 9/29/2013 8:59 PM
Stephanie S Browne	Read: 9/29/2013 8:21 PM
Stevance J Andrews	Read: 9/29/2013 8:37 PM
Jessica D Tuggle	Read: 9/30/2013 1:51 AM
William C Jimerson	Read: 9/29/2013 8:07 PM

Greetings:

I would like to cordially invite you to a meeting focusing on **minority student affairs and experiences at Valdosta State University meeting on Monday, October 7, 2013 at 11:00 a.m. until 12:30 p.m.** The location is TBA, but will most likely be in the Student Union Heritage Room (confirmation will be sent to the RSVPs ASAP).

In this meeting, we will discuss the different experiences and obstacles students from a minority group (race, gender, class, international affairs, sexual orientation, religious beliefs, etc.) faces on a daily basis on our campus. Each of us has a different story and perspective and I believe that each individual that has selected will be an asset to the task of making a recommendation and seeking action from our beloved university regarding this issue. It is pivotal that we continue our conversations and bring light to the struggles and adversity minority groups experience. We will be joined by administrators of the Division of Student Affairs and our President as well. The outcome of this meeting will hopefully be to present student experiences and suggest a plan of action for our University.

Please respond if you will be able to represent your organization and/or student group during this meeting. **Please e-mail RSVP by Wednesday, October 2 by 5:30 p.m.** There are limited seats and late RSVPs will not be accepted.

Realizing that each invitee will not have an opportunity to speak (2-3 minutes max to point out a *key point*) long or tell his/her entire story, I am also requesting that each student invited (whether you are able to attend or not) **submit a letter of experience** (personal experience, encounter, encounters of your friends/organization members, and/or recommendation to University, etc.) **by Friday, October 4, 2013** via email to wjimerson@valdosta.edu or delivered in a *sealed* envelope to the Division of Student Affairs to my attention. There are no guidelines or limit to the amount you write. Please just consider that you were selected to represent your minority group/organization or the individuals/students you work with daily in your student employment on campus. We are the voices of this campus. This will give an opportunity to receive documentation and evidence to support our argument of the diversity and equal opportunity concerns we have on this campus. *You are also welcome to extend this written opportunity to your friends, other students, and organization members.*

Please do not hesitate to contact me the number below if you have any further questions, comments, or concerns. It is my pleasure to host this task force meeting for its first implement and I can assure you that we will seek and continue to advocate for a plan of action from our University within this academic school year.

P.S. I do understand that everyone would like to attend, but will not be able to because of the meeting during prime class time, **BUT please do NOT miss class for this opportunity** if you are unavailable. Your letter will suffice. This is not an approved University absence from your class. There will be plenty more opportunities at a later time to voice your concerns to come. If you have a recommendation for a substitute in your absence, please let me know.

I apologize for throwing this on you during Homecoming week, but please make this a priority this week.

Best regards,

William C. Jimerson

President

Student Government Association

Valdosta State University

☎ Office/Student Concern Hotline: 229-333-5682

✉ [SGA Website](#) |  [@ValdostaSGA](#) |  [@wcjimerson](#)



William C Jimerson

From: William C Jimerson
Sent: Sunday, September 29, 2013 8:16 PM
To: Maggie J Viverette; Rebecca Lynn Taylor; Shirley H Hardin; James Martinez
Cc: Selenseia Holmes
Subject: FW: Minority Student Affairs Meeting

Importance: High

Greetings! Please see email below. I would like to invite you all as well to hear from our minority students that you encounter/advise daily. Please let me know if you will be available and are interested in attending! We have pulled a group of students from various African American groups, Latin American Students Association, Gay Straight Alliance, Caribbean Students Association, SGA, Center of International Affairs, etc. Please let me know if you have any questions.

WCJ

William C. Jimerson

President

Student Government Association

Valdosta State University

☎ Office/Student Concern Hotline: 229-333-5682

✉ [SGA Website](#) |  [@ValdostaSGA](#) |  [@wcjimerson](#)

From: William C Jimerson

Sent: Sunday, September 29, 2013 8:07 PM

To: Megan L Pugh; Brittany V Hewitt; Erica L Garcia; Leandra R Vasquez; Micah Z Howell; Isaiah T Smart; Tyler E Barker; Alexis S Bell; Abria J Bonner; Matthew C Lovelace; Kimberly A Cantrell; Yekaterina Solomkina; Ndye Secka; Ryan T Brown; Fitkeesha E Beckford; DeAndre Q Jones; Britney N McCrae; Hassanat A Oshodi; Kara LeAnn Fountain; Erica A Adams; Stephanie S Browne; Stevance J Andrews; Jessica D Tuggle

Cc: William C Jimerson

Subject: Minority Student Affairs Meeting

Importance: High

Greetings:

I would like to cordially invite you to a meeting focusing on **minority student affairs and experiences at Valdosta State University meeting on Monday, October 7, 2013 at 11:00 a.m. until 12:30 p.m.** The location is TBA, but will most likely be in the Student Union Heritage Room (confirmation will be sent to the RSVPs ASAP).

In this meeting, we will discuss the different experiences and obstacles students from a minority group (race, gender, class, international affairs, sexual orientation, religious beliefs, etc.) faces on a daily basis on our campus. Each of us has a different story and perspective and I believe that each individual that has selected will be an asset to the task of making a recommendation and seeking action from our beloved university regarding this issue. It is pivotal that we continue our conversations and bring light to the struggles and adversity minority groups experience. We will be joined by administrators of the Division of Student Affairs and our President as well. The outcome of this meeting will hopefully be to present student experiences and suggest a plan of action for our University.

Please respond if you will be able to represent your organization and/or student group during this meeting. **Please e-mail RSVP by Wednesday, October 2 by 5:30 p.m.** There are limited seats and late RSVPs will not be accepted.

Minority Student Affairs Meeting

Heritage Room

October 7th

Call to order: 11:03 p.m.

Opening and Purpose: William Jimerson

- This is a meeting designed to bring forth minority student affairs concerns to VSU administration.

African American student study report: Richard Schmertzing

- College experience of African Americans specifically in PWIs (predominately white institutions)
- What is the impact of retention and college completion? How do we improve?
- Focus groups and private sessions offered to discuss the experiences of African Americans at VSU.

Open Discussion:

Erica Adams – SGA Comptroller – Diversity in staffing (professors, police department, etc.); Sessions/forums for first-time

Megan Pugh – Gay Straight Alliance representative – SafeSpace training; Transgender accommodations

Yekaterina Solomkina – International student representative – International student discrimination (academic and social)

Nicole Turley – Associate Dean of Students – Where are multicultural affairs? (Multicultural Affairs lead by Maggie Viverette)

How did we get here? – *President McKinney*

- This is the first time a meeting like this has been established and executed with students, faculty & staff and the university president.
- Budget crisis from recent years has changed and there should now be funds that can diversify and liquidate multiple responsibilities of one person (one administrator covering too many offices)
- Assistant Dean of Students for Minority Affairs disappeared as the former dean retired and was not replaced

Amber Worthy – former SGA Vice-President – Concern that diversity isn't sought after

Tyler Barker – VSU Ambassador – Lack of pride and tradition; Lack of diversity and checks & balances in student affairs office; Dean of Diversity Affairs needed to represent student body

Ryan Brown – NPHC – Search committee diversity; Leadership retreat for NPHC (change direction of funding focus; recruitment is not as much as a focus for NPHC); Evaluation process established for councils (CPC, IFC and NPHC)

Stephanie Brown – Caribbean Students Association representative – Diversity of events

Abria Bonner – Graduate student – Multicultural Services Department; students/student orgs need to take on responsibility to build community

Jeremiah Wiggins – Kappa Alpha Psi Fraternity, Inc. – Racial tension in SGA voting; Educating majority; Greeks are given responsibility

DeAndre Jones – former NAACP president – Charge to administration to please act

Ndye Secka – African Student Association – Lack of support (administration, on-campus organizations and international students)

Shani Moore – Graduate student – Education of both minority and majority; Include and strongly encourage the majority

Student submission notes there is a lack of admissions recruiters of minority background

Closing and final remarks: William Jimerson & President McKinney

- Letters of experience are needed
- We must take charge to make change.

Adjournment: 12:12 p.m.

Special Note: Draft of Diversity Plan by Maggie Viverette to be presented to the university president and his cabinet.

“I didn’t come here to fail.” – President McKinney

Minority and Diversity Issues Committee

COA	Linda Jurczak	lpjurczak@valdosta.edu	CE	Sen	2013-2016
COEHS	Sean Lennon	smlennon@valdosta.edu	C	Sen	2012-2015
A&S	Sudip Chakraborty	schakraborty@valdosta.edu	PC	Sen	2013-2016
COA	Suzannah Patterson	spatters@valdosta.edu			2011-2014
COA	Joe Mitchell	jmitchell@valdosta.edu			2012-2015**
A&S	Tom Hochschild, Jr.	trhochschild@valdosta.edu			2011-2014*
A&S	Christobal Serran-Pagan	scerranpagan@valdosta.edu			2011-2014**
COB	Gary Futrell	gdfutrell@valdosta.edu			2013-2016
COB	Eric Howington	ebhowington@valdosta.edu			2011-2014
COEHS	James Archibald	jgarchibald@valdosta.edu			2012-2015
COEHS	Crystal Randolph	crandolph@valdosta.edu			2013-2016
CONHS	Kynthia James	kjames@valdosta.edu			2013-2016
CONHS	Denise Atkinson	dmatkinson@valdosta.edu			2013-2016
LIB	Changwoo Yang	cyang@valdosta.edu			2013-2016
LIB	Deborah Davis	dsdavis@valdosta.edu			2013-2016
COSA	Sue Bailey	subailey@valdosta.edu			2011-2015
COSA	Lauren Braun	labraun@valdosta.edu			2012-2015

Ex Officio

Maggie Viverette	mviveret@valdosta.edu	Director for Equal Opportunity Programs/Multicultural Affairs
Sheila Wakeley	swakeley@valdosta.edu	Student Affairs Counselor
Denise Bogart	dbogart@valdosta.edu	Director of Human Resources
		Student
		Student
		Student
		Student
		Student

*** finish unexpired term ** appointed to second term PC = Past Chair, C = Chair, CE = Chair Elect**

Diversity and Minority Committee

Meeting Information Sheet

Chairperson/Responsible Contact: Sean Lennon

Purpose of the Meeting: Semester meeting – introductions, review of last year, discuss new agendas

Date: 11/8/13 Time: 10:00 – 2:00 Location: Dean's Conference Room -COE

Members present:

Linda Jurczak
Sean Lennon
Sudip Chakraborty
Tom Hothschild
Crystal Randolph
Deborah Davis

Quorum was not met

Ex Officio Members present:

Maggie Viverette

Student Representatives present:

Crystal Hamilton
Yekatezina Solomkine

Minutes:

- A. Introduction of committee and members present, including student representatives
- B. Introduction of Maggie Viverette, her office and what it is she does for the campus – delineated into last year's discussion of where and what this committee should do to augment and complement the other diversity and equity committees and programs already on campus
- C. Ask student representatives what they felt was needed
- D. New ideas for upcoming year:
 - 1. Possibly looking at a grant for the committee to pursue
 - 2. Training of faculty, community members, etc. on diversity?
 - 1. Units of instruction
 - 2. Volunteers?
 - 3. Certifications, credits?
 - 4. Tabled discussion for future meetings
- E. Discussion of Safe Spaces on campus (GLB)
- F. Continued discussion on breadth of diversity and what the committee should focus on

Links to Grants:

1. **NEH – Essential Questions – (This is the most likely choice at this time)**

<http://www.neh.gov/grants/education/enduring-questions>

2. **Charles Stewart Mott Foundation:**

<http://www.mott.org/FundingInterests/programs/pathwaysoutofpoverty/improvingcommunityeducation>

3. **AAUW**

<http://www.aauw.org/what-we-do/educational-funding-and-awards/community-action-grants/>

Closing

As an introductory session the meeting went well but we lacked enough members to form a quorum and vote. However, the primary purpose was to discuss the concepts of potentially developing a program of study to help educate members of the VSU and Valdosta Community on issues of diversity. The grant was discussed as a means to implement such a program with the intent to educate non-student members of the population in diversity with a certification possibly being earned. Also to highlight such recognition from those that finished to encourage more to do the same



VSU, lacking unity

Oct 10th, 2013 | By [Isaiah Smart](#)
 | Category: [2013-10-10](#), [Fall 2013](#), [Opinion](#), [Top Headlines](#)

Written By: Isaiah Smart

The student body of VSU has had its share of changes. In 1963, Robert Pierce Jr. and Drewnell Thomas integrated our beautiful institution. In 1970, Dr. Louis E. Dunbar was hired as the first African-American professor at the university. A little less than 50 years later, the African-American population increased dramatically and brought most of those students from the metro Atlanta area. We have a new president, a few renovated buildings and an increase in on-campus activities.

What hasn't changed much is the administration. Similar to our government, the VSU administration is not reflective of the diversity of the institution. Students and organizations wonder why this is so. Dr. Joseph Brown was hired in 1976 as the first Assistant Dean for Minority Affairs and served the university for 24 years. Since his retirement there has not been one person named to this position as a replacement. International students of all backgrounds feel left out and treated unfairly. These students come from around the world to attend VSU and don't feel they have the support of their fellow students or faculty & staff. There should be a department that incorporates their concerns and needs. A Dean of Diversity Affairs should be instated to look at these very concerns. Organizations like the African Student Association feel they are respected the way other organizations are and yearn for equality.

Even the lesbian, gay, bi-sexual, transgender community feels ousted. As one of the most shunned minority groups, there should be a representative that these students can talk to. Every year, SafeSpace training is provided to VSU students, faculty and staff. This training advocates for the equality and toleration of members in the LGBT community. Of course the cries have been heard the most from the African-American students. With a good number of on-campus organizations consisting of African-Americans, students often run into misunderstandings and miscommunication with those of higher power. Not that these students shouldn't speak with those leaders because they should but when there comes a time where a mediator is needed or students just need another outlet there should be one.

It's not all about looks; a diversity affairs department would help campus life and student involvement immensely. How? By bringing an area like this, our administration can know

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what changes to make and whom they affect more precisely. Our university is growing. The female population is still ahead of the male side but the administration doesn't show it. The diverse heritage of our students and what they can offer is slowly being swept under the rug whether it is intentional or not. We need something that will make our students comfortable. We lack the unity that we have been preaching about, and here is a way to build the bridge.

Express your opinions by sending the staff a tweet at @vsuspectator.

Share this:

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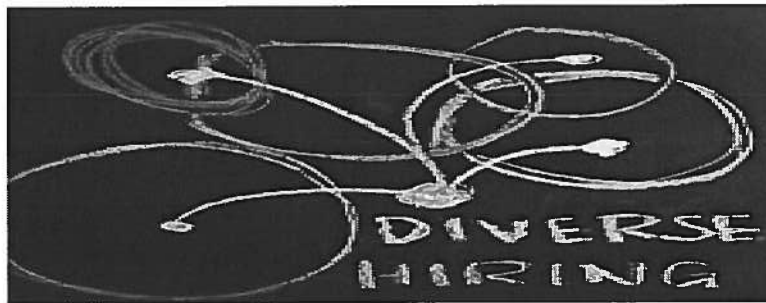
Tags: [Isaiah Smart](#)

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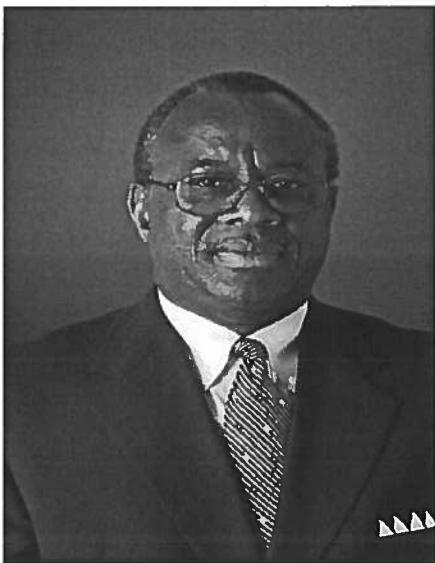


Recruitment and Retention of Faculty of Color

Presented by Dr. Jerry L. Hardee

This workshop is an engaging dialogue with administrators, faculty, and staff on the how-to's, do's, and don'ts in recruiting and retaining faculty and staff of color. Using over 40 years of experience in teaching and administration in higher education including professor, vice president for academic affairs, vice president for advancement and president, Hardee debunks the myths and stereotypical decisions regarding finding, employing, and promoting "qualified" people of color.

As an author, certified diversity trainer, and conflict resolution advisor, Hardee has presented at high schools, colleges, and universities across the country.



Location: UC Rose Room

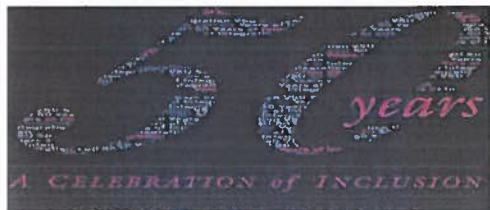
Date: October 14, 2013

Time: 3:00pm—5:00pm

Please register using the Employee and Organizational Development's website

www.valdosta.edu/administration/finance-admin/employee-development/

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TUES. JAN 21ST

HOSTED BY THE 50 YEARS OF
INTEGRATION COMMITTEE

BEING A

Minority

AT A PREDOMINANTLY
WHITE INSTITUTION
PANEL DISCUSSION

TIME: 6:30 PM

PLACE: STUDENT UNION THEATER



There are many challenges to achieving inclusive programs in higher education, from recruiting and retaining a diverse student population, faculty, and staff to managing diversity in ways that present desired outcomes. Even in the best situation, achieving a diverse, inclusive campus will clearly require planning, cooperation, and hard work. However, it will also require institutions of higher education, and the people who make up those institutions, to identify and overcome barriers that are not easily recognized and that may even be denied. These barriers include hidden or unconscious bias. ~ University of Arizona

1. **Integration-** On September 18th 1963, Robert Pierce and Drunell Thomas became the first two students to integrate Valdosta State College. Since then, Valdosta State has become one of the most diverse universities in the state of Georgia.
 - a. What is the significance of integration?
 - b. How did it affect minority students on campus?

 2. **Education-** In the past VSU had a minority affairs department, where they offered direct support for the minority students of the university. This office offered advising for students, worked with the minority organizations, and served as an advocate for the minority students. Many universities still have a multicultural or minority affairs office on their campus that provides these same services for their students.
 - a. How do you feel about a minority affairs department on campus?
 - b. Research suggests that minority students feel they aren't equally represented at PWI's, and that there is a lack of support. Do you feel there are inadequate support structures for underrepresented students on campus?
 - c. Research also suggests there are disparities in retention rates between white and minority students. What do you believe is causing these disparities?

 3. **Organizations (Greek Life Included)** – In 1969, the Black Student League became the first minority student organization on the campus. Delta Sigma Theta Sorority and Alpha Phi Alpha Fraternity followed them in the 70's becoming the first African American Greek organizations. Although some minority students joined other organizations, they felt more welcome and at home in their own.
 - a. Do minorities feel welcomed in all student organizations or do they feel obligated to stay in predominantly minority based organizations such as Black Student League, Latin American Association, or Society of International Students? What about for Greek life?
 - b. Do minorities feel as if their organizations are given the same opportunities as predominantly white organizations?
-

Being A Minority at a PWI Panel Discussion

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- c. In this past semester, a predominantly white student organization on VSU's campus held a bake sale entitled "Affirmative Action". The prices of the baked goods were determined by one's race, with whites paying the highest price and Native Americans paying the lowest price. Students were outraged by this bake sale and demanded something be done about it. Although the repercussions for the actions of this organization are unknown, the organization is still up and running. Let's say a predominantly minority organization held the same bake sale. Do you feel as if the organization would still exist? How does this bake sale make you feel as a student here?

4. The Challenges- Minority students face a number of challenges every day that stem beyond those of just general students.

- a. What are some of the challenges minority students face on campus? (I.e. stereotypes, biases, etc.)
- b. Do you feel as if white students, faculty, and staff are blind to these challenges?
- c. During your time here at VSU, have you ever been stereotyped or discriminated against because of your cultural background? Do you feel like a minority amongst other students? What about in the classroom?

5. Past Successes

- a. In the past minority students have banded together to fight unjust laws. Their determination and hard work is why we all sit here together today as peaceful as we do. However, is the work done yet? Should we use their past successes as motivation to keep moving forward? If so, what changes need to be made to ensure forward movement?
- b. Aside from the demographics, why do more minority students graduate at HBCU's? How can PWI's apply their educational model at their own schools?

6. The Future

- a. What can we do for minority students for the future?

7. Discussion/ Questions from Audience



Lambda Phi Chapter
Of
Kappa Alpha Psi

Presents

KolorBlind

“The Unspoken Topics”

Featuring

Zeta Phi Beta Black Student League
Delta Sigma Theta Phi Sigma Kappa
Sigma Nu Alpha Kappa Alpha
Phi Beta Sigma Chi Omega
International Society
And Many Others!!

Where: Jeanette Hall 1111
January 30, 2014
Time: 7:11PM

Kolorblind Notes and Highlights

February 17, 2014

- **Why is race a common theme for SGA Elections?**
 - It is a VSU problem. No one has stepped up to correct this problem, student or administration-wise. Until someone does, it will continue.
- **Why does it seem some people frown on interracial relationships?**
 - Parents play a huge role because most people get their opinion on this idea from their parents.
 - It is also generational. Our peers influence our thinking as well.
 - If it is not corrected and continues to be an overlooked issue, this issue will never change.
- **What is your take on racial controversies, such as “the n-word”?**
 - If you allow certain people to say it, let all people say it. If you don’t like a person or a certain race saying, then you shouldn’t allow anyone to say.
 - In some opinions, the word should not be mentioned because of the historic connotation.
 - From a white perspective, “do not worry about how another uses it in the African-American community.”
- **What role do stereotypes play in interracial communication? Are there any stereotypes that you’ve seen on campus?**
 - The difference between the ways a policemen handles a situation involving a white person from the way they handle it involving a black person.
 - EXAMPLE: Police search on residents. With a white student, it was handled respectfully and nice. With a black student, it was more forceful and over the top.
 - Media influences these stereotypes. They never show the doctors, lawyers, or college students because that doesn’t appeal. All they show are the rappers, gangsters, and other figures that give a negative connotation to all black people.
 - It is also a mindset thing. Sometimes what you’ve seen in the past may bring a predetermined judgment on a person before you meet.
- **Does socioeconomic status affect the ability of races to permeate barriers?**
 - It’s not easy to break barriers socioeconomically or your background already. Bringing race into the picture, makes it that much more difficult.
 - Society puts us in a class, but you don’t have to stay there and conform to the mold. It is up to you to break those barriers.
 - “Anything worth having, doesn’t come easy”. It may be hard but you can work through those barriers.

- **Before attending VSU, how did you envision diversity? Was it different once you arrived?**
 - In high school, diverse interaction was natural and common. Now in college, it is almost like it is forced. People only do it because they feel like they have to.
 - There should be more done to correct this from students, faculty, staff and administration.
- **What is your outlook toward minority based organizations?**
 - It is good to know your history and there is much history behind these organizations.
 - There is no discrimination in these organizations, but people assume it is. Anyone can join them, if qualified.
- **What can we do to progress together?**
 - It is up to us as young adults, the future of this nation, to progress by educating the youth through talk and example.
 - Treat each other as human beings without race being involved.
 - Address the problems and try to find solutions.
 - Progress, but don't forget where we come from.
 - More diversity in the faculty and administration of our university.
- **Privilege Exercise: 2 males and 2 females (1 black and 1 white) started at the same level. They took steps forward, backwards, or none at all based on questions of general upbringing questions. This exercise is a test to see if there is really a difference between privileges of one race to another.**
- **Result: The white male and female were way more privileged growing up than the black male and female.**
 - Yes, there were differences but that shouldn't stop you from achieving great things. Those with privilege were reminded that they are blessed, but they can also help the situation by sharing their knowledge and other things that some may not have had.