



"The Council that's working for you."

Staff Advisory Council Minutes

July 12, 2017 @ 1:15 pm
Room 412 SU - Council Room.

Guests: Dr. Jason Kirksey (VP of Institutional Diversity), Jamie Payne (Assistant VP and Director of Human Resources), Joey Keel (HR Partner – Facilities Management), Angela Cross (Administration and Finance), Mary Talley (Department of Wellness)

Call to Order: Chair Kristin Henderson called the meeting to order at 1:17 pm. New council member Katherine (Katy) Carr was introduced and seated.

Roll Call: A quorum of members was present.

Approval of Minutes: June 2017 minutes were approved.

Approval of the Agenda: The agenda was approved.

Guest Speaker: Dr. Jason Kirksey, Vice President, Institutional Diversity
Dr. Kirksey introduced the Council to the structure of the Division of Institutional Diversity (see attachments). OSU is fairly unique in how diversity is managed and has a lengthy list of awards and accomplishments. Dr. Kirksey has a cabinet level position, which underlines how important diversity issues are to President Hargis. Dr. Kirksey also discussed the scope of responsibilities for the various departments and programs overseen by his office. He also gave suggestions as to how council members could be more involved with diversity related programs.

Treasurer's Report: no report

Branch Campus Reports:

OSU-Tulsa/CHS: no report
OSU-OKC: no report
OSUIT-Okmulgee: no report

Reports of Standing Committees:

Rules and Procedures Committee: no report
Policies, Benefits and Budget Committee: no report – have not met yet
Communications Committee: no report
Awards and Recognition Committee: no report
Fund Raising Committee: several new ideas are being considered as fundraisers this year; want to move away from raffles
Events Committee: no report

Reports of University Committees:

Faculty Council Report: no report
Department of Wellness: Mary Talley spoke about upcoming events (see attachment)

Officer Reports:

Secretary: *Melanie passed around a signup sheet for Faculty Council attendance and asked if anyone wanted their name changed on their name cards*

Vice-Chair: *Karissa will be coming to all committee meetings and can be used as a resource by any committee who needs some extra help.*

Chair: *Kristin talked about committee assignments and asked council members to let her know if there were changes that needed to be made.*

Unfinished Business:

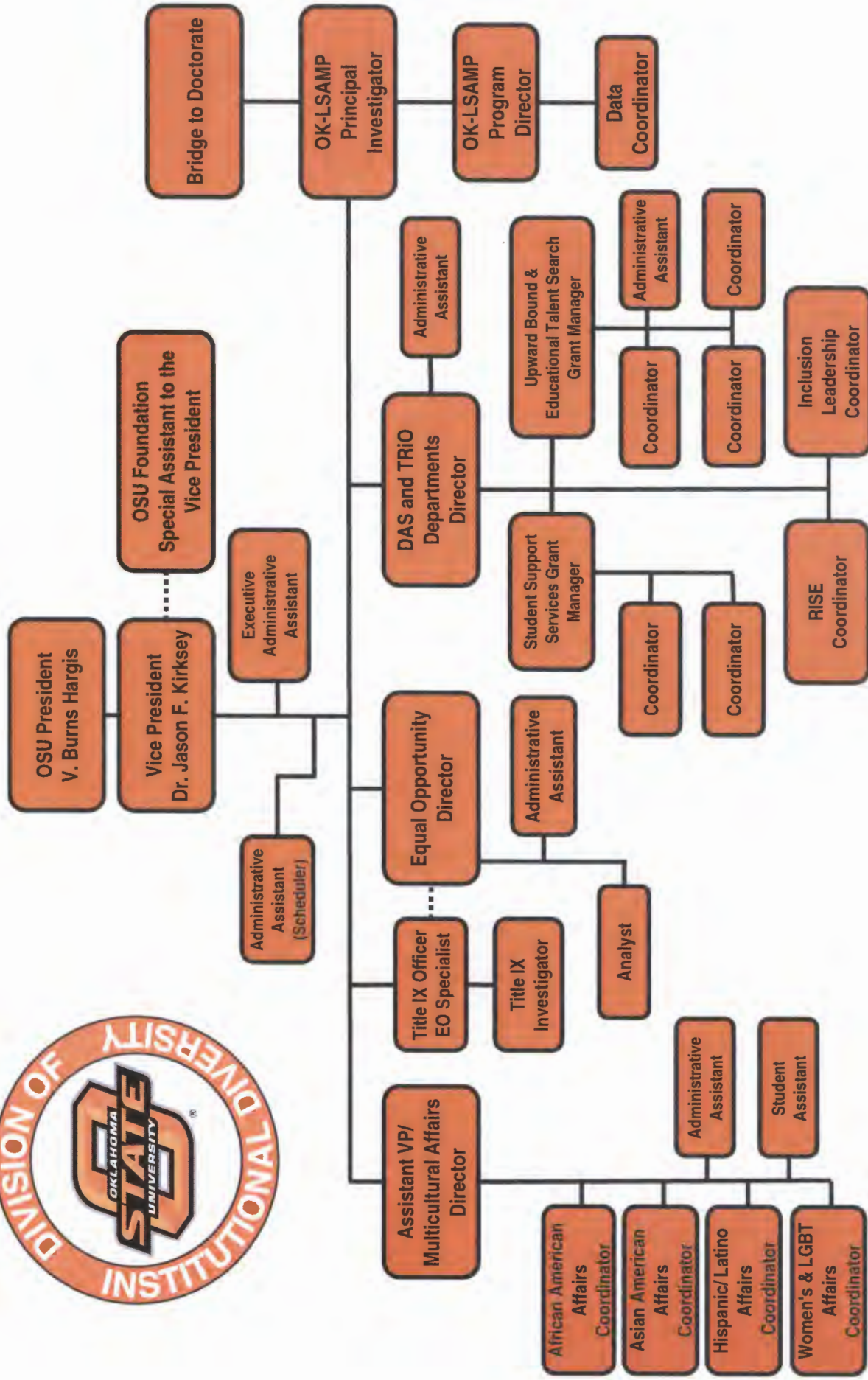
Ten staff members were awarded scholarships for the 2017-2018 academic year. (See attachment for names and amounts of awards)

New Business:

Announcements:

NOTE DATE CHANGE!!!!!!! Next Meeting: August 2 @ 1:15 pm in 412 SU - Council Room

Adjournment: *Meeting was adjourned at 2:01 pm.*



Division of Institutional Diversity Organizational Chart

OKLAHOMA STATE UNIVERSITY



Dr. Jason F. Kirksey
Vice President and
Chief Diversity Officer

Office of Institutional Diversity
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Stillwater, OK 74078-1035
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DIVERSITY HIGHLIGHTS 2009 - 2017

ENROLLMENT TRENDS

136%

increase in new first-year **undergraduate** students of color from fall 2009 to fall 2016

96%

increase in **undergraduate** students of color from fall 2009 to fall 2016

30%

of fall 2016 incoming first-year **undergraduate** students were of color

22%

increase in **graduate** students of color from fall 2009 to fall 2016

GRADUATION RATES

54%

increase in the number of students of color earning a Bachelor's degree from May 2010 to May 2016

43%

increase in the number of students of color earning a graduate degree from May 2010 to May 2016

118%

increase in the number of students of color earning a doctorate degree from May 2010 to May 2016

STUDENT HONORS

11

OSU Morris K. Udall Scholarship recipients since 2009

FACULTY RECRUITMENT

46%

increase in African American, American Indian, Latino, & biracial/multiracial faculty in OSU classrooms

CURRICULUM AND CAMPUS ENVIRONMENT

- » Diversity course requirement for all undergraduates since 2008
- » SGA and Faculty Council supported diversity training for faculty and staff
- » International dimension course requirement for all undergraduates
- » Formal University Diversity Statement

PROGRAMS & ACTIVITIES

OVER 70

diversity-related student, faculty, and staff campus organizations

- » Retention Initiative for Student Excellence Program (RISE)
- » Inclusion Leadership Program (ILP)
- » Three U.S. Department of Education TRiO Programs
- » Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP) Program
- » NSF Bridge to the Doctorate Program
- » Office of Multicultural Affairs Mentoring and Retention Program
- » First 2 Go (first-generation student program)
- » OSU hosted the 38th Annual Big 12 Conference of Black Student Leadership and Government in 2015
- » Critical Conversations diversity program series (e.g., Ferguson and Race in America, Voting Rights, Confederate Flag, Islamophobia, The N-Word, etc.)
- » National Veterans Entrepreneurship Program
- » OSU Diversity Hall of Fame
- » Recent campus and graduation speakers: Common, Dr. Tererei Trent, Chickasaw Nation Governor Bill Anoatubby, T.W. Shanon, Piyush Patel, Jamele Hill, Stedman Graham, Dr. Bennet Omalu, Clifton Taulbert, Cornell William Brooks, Daymond John, Michael Che and Kenan Thompson.

STRUCTURAL SUPPORT

- » Division of Institutional Diversity Capital Campaign raised \$3.1M since February 2014; Thirty-two new endowed scholarships
- » Veterans Lounge & Veterans Transfer Center
- » Center for Sovereign Nations opened in August 2015 for focused service to sovereign tribal nations in Oklahoma

AWARDS

- » 2017 American Association for Access, Equity, and Diversity (AAAED) Roosevelt Thomas Champion of Diversity Award
- » 2016 Higher Education Excellence in Diversity (HEED Award from *Insight Into Diversity* (One of eighteen four-year schools in the nation to have received the HEED Award five consecutive years, 2012-2016)
- » Purple Heart University designation in 2016
- » 2016 Minority Access, Inc. Institution Committed to Diversity Award
- » 2017 National Association of Diversity Officers in Higher Education (NADOHE) Dr. Frank W. Hale, Jr. Distinguished Service Award
- » 2016 NADHOE Institutional Excellence Award
- » 2016 Southwest Minority Supplier Development Council (SMSDC) Corporation of the Year Award
- » 2016 Mosaic Five-Star Inclusive Workplace Culture Award from the Tulsa Chamber of Commerce's diversity business council

RANKINGS AND DESIGNATIONS

- » #1 in the nation among public land-grant colleges and universities for graduating Native American students since 2010
- » U.S. Department of Education Minority Serving Institution (MSI) designation since 2014
- » *Diverse Issue in Higher Education* Top 100 Degree Producers for African American, American Indian, Asian American, Latino, and biracial/multiracial graduates (2014, 2015, and 2016)

OSU DIVERSITY STATEMENT

Oklahoma State University is a land-grant institution committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all members of the University community. We define diversity as engagement in meaningful actions, behaviors, and conversations that reflect a commitment to recognizing, understanding, and respecting the differences among students, faculty, staff, and visitors throughout the OSU system. We do not condone acts, behavior, language, or symbols that represent or reflect intolerance or discrimination. OSU is dedicated to cultivating and enriching the competitive advantages that diversity and inclusion provides all members of the University community. We identify diversity as a quality of life issue, as well as an important economic driver for the prosperity and well-being of the state, nation, and world.



The Department of Wellness

Employee Programs: July 2017

Shape UP

Aug 24-Nov 17

Session 1: Mon/Wed 6-6:45 am, 12:15-1 pm or 5:15-6 pm

Session 2: Tues/Thur 6-6:45 am, 12:15-1 pm or 5:15-6 pm

The Shape Up program is designed for individuals who are not currently exercising, or do not workout often. Throughout the program participants will learn about their overall physical fitness levels, and how to improve their values through structured group exercise routines.



Wellness Wednesday

Wednesday, Aug. 9

Noon-12:50 pm

Seretean Wellness Center Lecture Hall

Join Lee Dukes, VP Clinical Outcomes and Customer Experience for Catapult Health, to learn how to recognize your habits-your cow paths- and make simple changes that improve your physical and mental well-being. We all have habits. Some are good. Some are not so good. Join us for a light-hearted look at a series subject.



Cowboy Bootcamp

Mon/Wed/Fri., Aug. 21-Dec. 15

5:45 a.m.

Colvin- 4 Gym North

8-week Segment: \$60 for Students; \$70 for Non-students

Cowboy Bootcamp is designed to push the limits of metabolic conditioning. Workouts consist of high intensity bodyweight strength and plyometric exercise with short cardiovascular intervals. Don't miss the opportunity to push your limits and increase intensity in your workout.



Phone 405-744-WELL (9355)
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Facebook [facebook.com/osuwell](https://www.facebook.com/osuwell)
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Twitter @OSUWELL
Snapchat OSUWELL

Cowboy Challenge

Aug 21-Dec. 8

Appointment Times Vary

Colvin Annex/Seretean Wellness Center

Cowboy Challenge is a 16-week team based program, combining three teams of ten, on a journey to a healthier you. Program components include pre and post program health and fitness assessments, physical activity with a personal trainer and nutritional guidance.

Wellness Wednesday

Wednesday, Sept. 20

Noon-12:50 pm

Seretean Wellness Center Lecture Hall

Join Ilda Trotta Hershey, OSU Sustainability Coordinator, for tips on planning events and gatherings while being good stewards of our resources and energy. The presentation will provide tips for OSU events, conferences, family gatherings, catering, holiday shopping, and entertaining.

Colvin Pool Birthday Parties

Sat/Sun, June 24-Aug. 21

Appointment Times Vary

Host your next birthday party at the Colvin Center Outdoor Pool! There are both private and public parties available. Reservations include: lifeguards, private party area, refrigerator access, games and toys. Call 405-744-7407 to schedule an appointment or for further questions.

Scholarships Awarded

For the 2017-2018 academic year we have chosen to award 10 Staff Advisory Council scholarships.

Each recipient will receive \$1,000 (\$500 in Fall 17 and \$500 in Spring 18).

We want to thank Joe Weaver (Vice President for Administration and Finance) and Dr. Jason Kirksey (Vice President for Institutional Diversity) for their contributions to the Staff Advisory Council Scholarship Fund.

Scholarship recipients are:

Amber Damicone (Masters, Education Technology)

Andrea Haken (Masters, Educational Psychology)

Candace Thrasher (Masters, REMS)

Crystal Burton (Bachelors, Health Education and Promotion)

Kimberly Curl (Masters, School Counseling)

Krysta Gilbert (Masters, Business Administration)

Lauren Combs (Masters, Strategic Communication Management)

Megan Pitt (PhD, Higher Education Leadership Studies)

Trisha Iyonsi (Bachelors, International Studies)

William Shifflet (Masters, Engineering Technology)