

### **Minutes**

**Members Present:** Alesia Smith (chair), Angie Carter (deputy chair), Rosa Grayden, Karleisha Kakraba (on behalf of Earl Huff), Jerry Knighton, True Allah-Liles, LaToya Maddox, Kellye Whitaker, and Curtis White (ex officio), Oliver Myers, Constancio Nakuma, Bruce Ransom, Kendra Stewart-Tillman, Rhondda Thomas and Kesha Williams

**Members Absent:** Adrairie Jackson-Garner, Earl Huff

**Guests:** CU Growth Cohort - Jennifer Ray (HR, Manager of Staff Relations), William Everoad (Director Faculty Governance/Senate), Lindsey Ricketts (Athletic Academic Advisor), Carolyn Crist (Architecture and Humanities Advisor), Devereaux Williams (IT Manager, University Relations), Stefanie Cram (Payroll), Lili Klar (Clemson Libraries), Keshana Ham (Athletics Administrative Coordinator), Chloe Dixon, Kathy Lentz (Academic Advisor in College of Business), Bindu Rangaraju,

**Call to Order:** Chair Alesia Smith called the meeting to order at 3:05 pm. The CU Growth Cohort was introduced and welcomed by commissioners. All guests and Commissioners introduced themselves and the office or constituent group they represent

### **Approval of Minutes from March 22, 2021:**

Angie made a motion to approve and it was seconded by Oliver. The motion passed and minutes approved.

### **Financial Update**

Alesia stated that the CBE currently has funds still remaining for FY21. We submitted a budget request for \$6,200 E&G and same amount from Foundation Account. Karon was to ask Lee Gill and Leslie if the unused funds can be carried over to FY22 since we still have funding that was not used due to the pandemic and the virtual environment. We are in a holding stage until we find out if this has been approved. Request for questions or comments – None made.

### **Committee Reports**

- A. Faculty – Angie discussed that the committee will address faculty issues and will explore having accountability and retention component in the strategic plan.
- B. Staff – It was agreed that it would be good idea to “mirror” process described above for Staff. Accountability and retention efforts should be a component. Also discussed whether the CBE should consider holding its own voluntary Exit Interviews. Those that want to participate may be more open/honest with issues and concerns. Data could assist CBE in better advocating for constituents. How would we use the data? Are there legal issues, concerns, constraints? Constancio volunteered to develop a petition to ask all exiting minority faculty/staff to participate in the CBE exit interview. Per Rhondda, having our own interview allows CBE to control the use of the data we collect. We may also need to consider conducting our own studies to collect data to recommend to the University and to allow us to better advocate for constituents. Committee to put together plan to move forward.
- C. Students – Karleisha met with Earl and Rosa to discuss a Student Welcome event targeted for Black freshman. Will be transitioning to new officers at same time so will pass along all event information at that time. Will ask new administration to include on their agenda for the fall. Rhondda suggested having a Welcome Back Orientation for faculty and staff as well. This

would be a good time to let them know who we are and to let them know about the CBE exit interviews, etc. Perhaps the CBE could pull together a Welcome Packet for all constituents.

- D. Alumni – No report.
- E. Community – Alesia discussed that there are a number of qualified minority candidates that are not aware of opportunities at Clemson. To assist departments in being more inclusive in their candidate recruiting, perhaps we could help develop a public “dashboard” or “repository” on the CBE website that will be a clearing house of available opportunities for qualified candidates. Will encourage churches and other community partners to make sure this information gets out to their constituents.
- F. Communication – No report
- G. Programming and Events – See Old Business
- H. Strategic Plan – No additional information other than what was mentioned in Angie’s earlier her report.

#### **Old Business:**

- A. Appoint Commissioner to fill vacancy – Alesia sent out notices to all nominees - Shirley Timmons, Maya Hislop, Ken Robinson, Kendra Johnson, and Harrison Pinkney. All but one responded but only one, Harrison Pinkney, responded officially with a letter expressing interest. A few others had questions regarding time commitment, etc. but did not officially reply with interest. Harrison is very involved in a number of initiatives on campus. The consensus was that he would be a great addition to the Commission. Kesha Williams made a motion to select Dr. Harrison Pinkney as Faculty Representative on the Commission to replace Bridgette Corbett effective immediately. Seconded by Angie. Motion carried.
- B. CBE Spring Open Forum – April 15, 2021-10:30 am-12 noon – Consensus was that the event went very well. Well organized, peaceful, and great interaction. The event evaluation survey was posted in the event chat, however only 15 responses were received. Several Board members stated that they did not have access to the link and would like to participate in the survey. Board decided to forward the link to all constituent groups and encourage participation. Alesia to develop a summary report and will follow up with President Clements on next steps. She will report back to the Board on any developments. Alesia to also confirm that we can share the recording.
- C. Regina Thompson and Lunch Lecture Series – Those that were able to participate on behalf of the CBE. Dr. Roy Jones did a great job provided good info on the history of the Call Me Mister Program and its evolution into what it is now. Thank you, Kesha for putting that together.
- D. Pickens County Law Enforcement Forum w/TCTC – March 23, 2021-12 pm-1:30 pm – Thank you to Rosa for participating on behalf of the Commission. Went really well. Additional dialogue is planned for the latter part of May. Additional information on how to participate is forthcoming.
- E. Faculty and Staff Annual Fellowship - \$250.00 – Kesha reported that this program will start in the fall for Faculty members. Committee decided to delay announcing for now to give them more time to make this something special and significant. Will need to determine the selection process and prepare successful strategies to market/promote to the public. Funds are already there.
- F. Men’s Track and Field and Cross Country – So glad that the University has decided to reinstate the program. Kudos to everyone that helped to move the needle forward.
- G. Student Welcome – See Students Committee report above.

2. New Business

- A. Sponsorship of Tours of the Burial Sites – Commission discussed idea of the CBE co-sponsoring to help advertise, plan and host tours, distribute marketing material, and participate in focus groups. No financial obligation needed. Project is being totally underwritten by the Board of Trustees. Shout out to Rhondda for her commitment to this project. The cemetery is currently the largest cemetery of slaves in the State of SC and also the largest on a college campus. Latoya made motion for the CBE to co-sponsor the Clemson Slave Cemetery initiative and seconded by Angie.
- B. Proposed Staff Senate Representative – non-voting member – CJ Smith to take over as President of Staff Senate in June and has requested to have one representative with non-voting rights to sit on each of the Commissions. Kellye expressed concern for setting a precedence for any other group that would want to do same. Alesia mentioned that our meetings are already public and will get back with CJ for more information. Discussion tabled until the next meeting.

3. Executive Session – Alesia made the Commission aware of a faculty situation that was discussed and a plan developed on how to move forward.
4. Announcements – Alesia will send out a doodle poll out to schedule the May meeting which will be the last one for the summer. Constancio is leaving Clemson to become Provost at University of Colorado-Denver. Curtis White also announced that he is retiring from Clemson in June. It was announced in OURClemson, that Dr. Chris Miller has been named the permanent VP of Student Affairs.

Next Commission meeting is tentatively scheduled for 2<sup>nd</sup> week of May – preferably May 10<sup>th</sup>.

5. Adjournment – Meeting adjourned at 4:58pm

**Recording of the Board Meeting**

[https://clemson.zoom.us/rec/share/se2UGaQ51Krz5QNIbXRIQNMupupyzy5DUMfmW5cSkw23fMM9P84cZBRV\\_Q7Wus.YruVxEbvc6TzPL2U](https://clemson.zoom.us/rec/share/se2UGaQ51Krz5QNIbXRIQNMupupyzy5DUMfmW5cSkw23fMM9P84cZBRV_Q7Wus.YruVxEbvc6TzPL2U)