

ANNUAL REPORT

Multicultural Advisory Committee

**University of North Alabama
Florence, Alabama**

Dr. Jeffrey Cornelius

6/8/2023

Committee Chair

Date submitted

Submitted to: Dr. Kristy Oden
Chair, Shared Governance Executive Committee

UNIVERSITY OF NORTH ALABAMA

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2022-2023

I. Executive Summary

The success of the committee's work included the collaboration with the DEI office and the student government association to improve diversity and multiculturalism across the university. The committee also selected the President's Diversity Award and the Major Dwayne Williams Memorial Scholarship. The charge needs to be updated to include this change in the selection of the award/scholarship. Finally, the committee was tasked with the charge as specified in the Shared Governance Document.

II. The Committee's Charge (from the Shared Governance Document)

1. To serve as an advisory committee for the examination of issues of campus diversity and multiculturalism
2. To gather and review information on University diversity and multiculturalism and assess University performance in these areas in light of the information obtained
3. To propose changes in campus policies, procedures, and programs related to diversity and multiculturalism
4. To work closely with the Office of Diversity, Equity, and Inclusion regarding diversity issues
5. To handle any proposals the committee may make affecting university policy according to section C.2 "Shared Governance Procedure for Policy Change Recommendations"
6. To submit a final written report electronically by the first day of fall semester to the Vice President for Diversity, Equity, and Inclusion with a copy sent to the Chair of the SGEC

III. The Committee met on the following dates: 1/11/23; 3/2/23; 5/4/23

IV. What were the Committee's actions and accomplishments this year relative to each of the items of the charge?

The committee reviewed each item of the charge at the first meeting to develop an understanding of the charge. Action steps for items one, two, and three included a student government senator collaborating with the student government to discuss ways to improve diversity and multiculturalism across the university and then sharing this information with the MAC. The accomplishments for these items included the MAC listening to the information shared by the student government

senator to make plans for the upcoming year. These plans include sending scholarship opportunities directly to students via email and the SGA marketing coordinator making flyers for social media to better reach students of these scholarship opportunities for the upcoming year.

Action steps for items four and five included Dr. Ron Patterson providing a DEI overview to the MAC. The accomplishments of these items included the MAC developing a more in-depth understanding of DEI efforts and reflect on ways to support these DEI efforts.

The action step for item six include preparing this report to submit to the Vice President for Diversity, Equity and the Chair of the SGEC. The accomplishments of this item included emailing a copy of this report to Dr. Ron Patterson and Dr. Kristy Oden on 6/8/2023.

V. What were the Committee's formal recommendations?

Formal recommendations were to select the President's Diversity Award and Major Dwayne Williams Memorial Scholarship. In addition, the MAC decided to make the recommendation to the Vice President for Diversity, Equity, and Inclusion to allow a date adjustment for awards to allow more time for the review of applicants for the upcoming year.

VI. What does the Committee plan to accomplish

- A. In the coming year? Plans to include sending scholarship opportunities directly to students via email. Plans to collaborate with SGA marketing coordinator to create flyers for social media to better reach students of these scholarship opportunities for the upcoming year. Plans to continue to reflect on ways to support DEI efforts.
- B. In future years? Plans to continue to reflect on ways to support DEI efforts across the university.

VII. What are the Committee's weaknesses? The committee may benefit from Shared Governance to explain the purpose, expectations, and motivations for service.

- A. What can the Shared Governance Committee help you do to address the weaknesses? A possible meeting with Shared Governance leadership.

VIII. Comments

Dr. Rebecca Hopkins (Vice-chair) will assume the role of Chair for the 23-24 academic year. Bishop Alexander was selected as selected as Vice-chair for 23-

24. However, Bishop is ineligible to serve as Vice-chair due to rolling off the MAC. I recommend that a Vice-chair be elected at the beginning of the 23-24 academic year. In addition, the minutes of the final meeting of 22-23 will need to be approved at the first meeting of the 23-24 academic year. Finally, the charge should be updated to include the selection of the President's Diversity Award and the Major Dwayne Williams Memorial Scholarship. It was a pleasure to serve as Chair of the MAC this year.