

# ANNUAL REPORT

Multicultural Advisory Committee

**University of North Alabama  
Florence, Alabama**

Rebecca K. Hopkins

Committee Chair

05/07/2024

Date submitted

Submitted to: Dr. Lee Renfro  
Chair, Shared Governance Executive Committee

# UNIVERSITY OF NORTH ALABAMA

## ANNUAL REPORT 2023-2024

### I. Executive Summary

The committee successfully collaborated with the Chief Diversity Officer and the student government association to address the charge as specified in the Shared Governance Document. The committee accomplished its charge to oversee, review, and select recipients for the President's Diversity Award and the Major Dwayne Williams Memorial Scholarship.

### 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 provide oversight, review, and nomination of the minority recipients of the Major Dwayne Williams Memorial Scholarship
5. To provide oversight, review, and nomination of the recipient of the President's Diversity Award to be announced annually at the UNA Awards Gala
6. To work closely with the Office of Diversity, Equity, and Inclusion regarding diversity issues
7. To handle any proposals the committee may make affecting university policy according to section C.2 "Shared Governance Procedure for Policy Change Recommendations"
8. To submit a final written report electronically by the first day of the 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:

8-31-23 / 11-17-23 / 2-20-24 / 3-12-24 / 4-23-24

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 updated charge at the first meeting to develop an understanding of the charge.

Action steps for items one, two, and three included the committee reaching out to obtain perspectives from colleges across the university in order to inform improvement areas for diversity and multiculturalism. The accomplishments were several Dean's provided input as to possible areas of growth in diversity within their colleges.

Action steps for items four and five were to share with the committee the above information from colleges in order to assist with improving the nomination and selection processes of individuals for the diversity awards in a way that would support underrepresented populations at UNA. The committee also collaborated with the Chief Diversity Officer, financial aid, and specific committee members with relevant experience to inform an equitable process in selecting awardees. The committee also formed specific subcommittees to review nominations with selection criteria. The accomplishments were the committee successfully used the diversity information from colleges and selection criteria to identify deserving awardees for the President's Diversity Award and the Major Dwayne Williams Scholarship.

Action steps for items six and seven included the Chief Diversity Officer Minnette Ellis providing an overview to the MAC of the UNA Diversity and Equity Initiatives. Ms. Ellis described some current efforts towards the university strategic diversity and inclusion plan, such as meeting with department DEI directors, collaborating with the Mitchell West Center for Social Inclusion, and engaging with campus and community outreach organizations. The accomplishments of these items included the MAC developing a more in-depth understanding of Diversity and Equity Initiatives and reflecting on ways to support these efforts.

The action step for item eight include preparing this report to submit to the SGEC Chair and the Chief Diversity Officer. The accomplishments of this item included emailing a copy of this report to Dr. Lee Renfroe and Ms. Minnette Ellis on 5/7/2024.

V. What were the Committee's formal recommendations?

Formal recommendations were to select recipients for the President's Diversity Award and the Major Dwayne Williams Memorial Scholarship.

VI. What does the Committee plan to accomplish?

A. In the coming year?

The MAC plans to continue exploring the most equitable and inclusive process for diversity award nominations and selections. Plans include collaborating with the Chief Diversity Officer and SGA to review the process of reaching students about these scholarship opportunities and to look at the applicant information provided to help clarify selection criteria. Plans also include continuing to reflect on ways to support the university Diversity and Equity Initiatives.

B. In future years?

Plans are to continue to reflect on ways to support Diversity and Equity Initiatives across the university.

VII. What are the Committee's weaknesses?

The committee may benefit from further input and guidance from the Chief Diversity Officer and SGA on examining the issues of diversity and multiculturalism across campus and exploring other ways the MAC might support this initiative.

A. What can the Shared Governance Committee help you do to address the weaknesses?

The committee may benefit from a meeting with Shared Governance to explain the purpose, expectations, and motivations for service.

VIII. Comments

Grace Zilles (Vice-chair) will assume the role of Chair for the 2024-25 academic year. Dr. Melanie Looser was selected as Vice-chair for the 2024-25 academic year. I recommend that the minutes of the final meeting of 23-24 will need to be approved at the first meeting of the 24-25 academic year.  
It was a pleasure to serve as Chair of the MAC this year!