1. Speaker: Dr. Stacy Boyd – Interim Chief Diversity Officer
   1. Additional presentation documents on drive
   2. August 12th – appointed Interim Chief Diversity Officer
   3. CDO position was a recommendation from the Presidential Committee on Campus Inclusion
   4. Dr. Kelly will initiate the search for a permanent Chief Diversity Officer in order to allow him to move forward with people he supports – Dr. Boyd is allowed to apply for the position
   5. Primary initiatives:
      1. Hiring practices – how you write your job post, where you post the job opening, confronting bias
         1. Affinity groups?
         2. Employee Research groups?
      2. Retention – success rate increases with people that look like them
         1. Retention Forum – waiting on Dr. Kelly to start, further definition, and results of climate survey
         2. Once the planning is further along – parties interested in helping out can reach out to participate
      3. Presenting – representing why people stay/leave
         1. Can come to your department
         2. Schedule time with Nancy Watkins
      4. Bonner Project
      5. Cemetery Project
2. Discussion of Dr. Rayfield’s email sent 2-11-2020
3. Discussion of PAC Notes from meeting on January 14th, 2020
4. General Discussion
   1. Decline in enrollment – reset for institution
   2. Very engaged campus – 1 time funds, reserves, preparing for next year – state appropriations – 2 year lag – fiscal 2020/2022
   3. 3.8 million in permanent cuts – have to look at faculty first
   4. BOR policy requirements – 16 notices – look at things since then
   5. Provost’s office – 600 credit hours – deans/departments – Areas A-F Core – governor’s budget – reducing budget by 6%
   6. Fully funded enrollment growth – chairs – 7 letters for nonrenewal out of 16 – 1st year faculty – 4 new notifications given – total 12 budget Limited term faculty notices – good progress
   7. Friday Feb 14th – president to submit budget cuts for departments
   8. Retention rate down – graduation rate up
   9. Focused on student success – next week have a big picture view – run by Dr. Kelly – conceptually on board with decisions
   10. Limit impact on staff currently employed – vacancies in staff positions – not done with analysis yet – staff meetings to explain what’s happening
   11. Work impact on number of students – other institutions 15 in total in USG
   12. Standard playbook – staff harder to determine than faculty
   13. Retention focus versus recruiting new students
   14. UWG retention rate lower in our sector – has gone down
   15. Every interaction with a student is an opportunity to keep a student – Americus African American females up 16%
   16. Centralize advising? Training & opportunities may be missed
5. Officer Updates
6. Book and Professional Development Updates
   1. Christy Carmen said not to any awards. Dr. Rayfield is revisiting per Allyson’s request when she met with her this week at Board of Regents and institutional level.
7. Treasurer’s Update
8. Committee Updates
   1. PR Committee
      1. Through email we have identified some barriers to our Work West t-shirt initiative. Some we can work through, some we can’t.
         1. One of the draws of the shirts is also the ability to wear jeans. If that’s not an option, then they may not buy.
         2. Not sure about all of Dine West, but I know the Chic-fil-A employees cannot divert from the Chic-fil-A uniform.
         3. Grounds & Custodial employees have their names on their shirts. So I don’t know if they are allowed to divert from their “uniform” either.
         4. A $20 t-shirt could be a real barrier to an employee who doesn’t make a very high wage. Business & Finance has a large volume of the lower paid employees.
         5. May seem a little unprofessional in Business & Finance to be wearing a t-shirt on a Wednesday if you think a little bit more about who our leadership is and the meetings you have to sit in with those leaders.
         6. You don’t see leaders even wearing the t-shirts which can deter employees.
         7. You don’t actually see many people from Business & Finance wearing the t-shirts. It doesn’t make me want to wear one if I don’t see others in my division wearing it
         8. Some suggestions as well as other types of apparel such as socks or ties that could work better for others.
   2. By-Laws Committee
      1. Working through edits
9. Other Business/Questions

In Attendance: Jessica Renard, Tina Skinner Reece, Sean Jepson, Brett Sauls, Nikki Gage, Juli Humphries, Chantasia Arnold, Shawn Isaacs

NEXT MEETING: March 11th – 11am Campus Center Meeting Room 104