CPAC Monthly Meeting
Microsoft Teams | 12:00pm-1:00pm | August 3rd, 2021

CPAC Attendees: Anne Bruno, Jeanette Carson, Will Cole, Laura Conley, Greg Dieringer, Ali Doehring, Brittany Ferguson-Mike, Kristin Foy Samson, Dorothy Gruich, Courtney Johnson-Benson, Stephanie Kiba, Cora Moretta, Abbey Shiban, and Chris Stimler

Guests: Amy Faul, Derek Kemp, and Mallory Yoho

New Members: Kim Beyer, Thad Doyle, Nate Meeker, Taylor Sminchak, and Sonya Wagner

Excused: William Casterlow, Carly Debord

Absent: Joe Minocchi

1. **Open Meeting:**
    a. Will Cole, Chair of CPAC, opened the meeting at 3:03pm
2. **Approval of the Agenda**
    a. (Motion) Brittany Ferguson-Mike, (Second) Cora Moretta; no opposed.
3. **Approval of the Minutes for May and June**
    a. (Motion) Abbey Shiban (Second) Jeanette Carson; no opposed.
4. **Budget Update**
    a. FY2022 Budget is $1240
    b. We have $2465.33 in carryover. A. Parker will be completing the carryover request.
        i. Year to Date Spending: $56
            1. $25 Gift Certificate
            2. $31 Deduction
    c. Budget Transfer for Professional Development Recipients will be added to the expenditures.
5. **Professional Development Recipients for the 26th Annual National Conference on Diversity, Race, & Learning**
    a. Recipients of CPAC sponsored professional development:
        i. Amy Faul, Career Services
        ii. Derek Kemp, Student Conduct and Community Standards
        iii. Mallory Yoho, College of Business Advising
    b. The conference focused on Inclusion, Equity, and Diversity and how they lead to belonging when an organization thrives and views beliefs, and values.
    c. Conference stressed the importance of self-education, leadership, and visibility of programs and initiatives
    d. Powerpoint Presentation is attached.
6. **Welcome New Members**
    a. Kim Beyer, Academic Adviser II, Buchtel College of Arts & Sciences
    b. Thad Doyle, Sr. Associate Director Student Life
    c. Nate Meeker, Director eSports

d. Taylor Sminchak, Associate Director ZipAssist
e. Sonya Wagner, Manager Student Services, Wayne
f. Abbey Shiban (Re-Elected), Sr. Director Academic Programs, College of Business

7. Recognition of Outgoing Members:
    a. Will Cole, Assistant Vice President Principal Gifts
    b. Anne Bruno, Executive Director Student Union
    c. Carly Debord, Sr. Associate Director New Student Orientation
    d. Kristin Foy Samson, Admissions Counselor and Coordinator, Wayne
    e. Joe Minocchi, Coordinator Academic Policies
8. **UC Committee Vacancies:**
    a. University Council consists of 8 standing committees, in addition to Executive Committee. CPAC has two representatives on each standing committee: One CPAC Representative and One At-Large Member. At-Large members are CPAC committee members. Executive committee has 3 members.
    b. **Student Engagement and Success Committee**
        i. 3 year At-Large Position Open
    c. **Information Technology Committee**
        i. 3 year Representative Position Open
    d. **Budget and Finance Committee**
        i. 3 year Representative Position Open
    e. **Physical Environment Committee**
        i. 3 year Representative Position Open
    f. **Communications Committee**
        i. 1 year Representative Position Open due to Vacancy
        ii. 3 year At-Large Position Open
    g. **Recreation and Wellness Committee**
        i. 3 year At-Large Position Open
    h. **Talent Development and Human Resources Committee**
        i. 3 year At-Large Position Open
    i. **Institutional Advancement Committee**
    j. **University Council Executive Committee**
        i. 3 year Representative Position Open
        ii. 1 year Representative Position Open due to Vacancy
        iii. 3 year At-Large Position Open
9. **EC Committee:**
    a. Election of Executive officers for CPAC will occur during the August meeting per the Procedural Manual. All positions are elected at this time.
10. **UC Committee Assignments:**
    a. Post any significant updates to the Teams Page or email.
11. **New Business:**
    a. **Flexible Work:** Feedback from CPAC Representatives that flexible work

requests were being held up in the Provosts Office.

i. Questions regarding exclusionary position types that have not been approved or pending for flexible work.
ii. Reminded Representatives with concerns to outreach to Human Resources regarding eligibility, implementation, etc.
iii. Most representatives reported they are back to work or will be back by the start of Fall 2021 semester.

12. Adjournment from CPAC

a. Ali Doehring, Vice Chair of CPAC, adjourned the meeting at 12:56pm: (Motion) Jeanette Carson, (Second) Stephanie Kiba; no opposed

CPAC Monthly Meeting
Attachment I

National Conference on Diversity, Race, and Learning (NCDRL)

CPAC

Presenters: Amy Faul, Derek Kemph, and Mallory Yoho

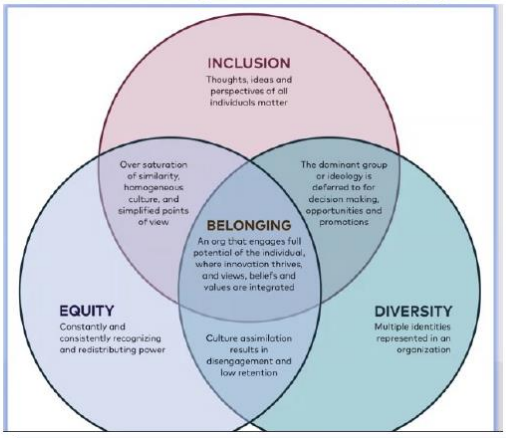
August 30, 2021

The University of Akron

1

The 5-Dimensional Model for Evolution of Inclusion in the Classroom & Workplace

The relationship between belonging and DE&I



1. Awareness
2. Authenticity
3. Accountability
4. Alignment
5. Agility

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National Conference on Diversity, Race, & Learning (NCDRL)
Takeaways/Action Items
1. Self-education for employees
1. Examples: Bias Training, Microaggression Training, etc. (trainings created by/facilitated by experts in the field)
2. Importance of leadership
1. Recruitment of diverse leaders
2. Encourage all leaders to advance DE&I initiatives in their own classrooms, programs, offices, etc.
3. Provide further professional development opportunities for employees
3. Visibility of programs and initiatives
1. Showcase what is actually being done
2. Proactive rather than retroactive(ex. hiring efforts, partnerships, etc.)
3
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