

**PIE Council Minutes**  
**November 18, 2011**  
**1:30pm**  
**Welty Board Room**

**Members Present:** Mark Bean, Dionne Fortenberry, Erin Kempker, Rusty King, Shannon Lindell, Royal Toy, Cathy Young, Dave Haffly, Perry Sansing, Carla Lowery, Marty Hatton (Chair)

**Members Absent:** Larry Jones, Sirena Parker, Nora Miller, Cassie Derden, Nora Corrigan, Menuka Ban, Twila Alpe, Carlos Williams Jr., Martha Jo Mims, Kimberly Dorsey, Ginny Wigginton, Ken Kennedy, Allegra Brigham, John Davis, Cathy Mitchell, Shelly McNees

**Guest:** Angelia Paschal

1. Approval of minutes from October 21, 2011. A motion to accept the minutes as read was made by Perry Sansing and duly seconded by Mark Bean. Council carried the motion.
2. Diversity
  - Steering committee groups have been asked to define diversity in a way that makes sense for this campus
  - Need a mission statement that guides our 5 year planning process and ties back to the university mission statement
  - Different committees are at different place with these tasks

Dave Haffly:

- Increasing underrepresented professional contractors and other vendors
- May go beyond typical definition of women and minorities
- Could include men
- Disabled, veterans, different religious back ground and possibly nonprofit
- Have discussed what MUW is doing at this time with the people that we contract with
- Self-identify has not been used in the past even though a sheet is sent out with the I9
- Looked at what others are doing to increase minority with their vendors

Dr. Hatton

- The ultimate goal is leveling the playing field
- After a 5 year cycle we will have to be able to say we accomplished it or we didn't

- We won't give preference to minority and women owned businesses since that is illegal
- We will try to determine where we are now and try to create opportunities and encourage minority and women owned businesses to enter into the bid process
- Concern from many is that IHL is asking for quotas, but that is not the case
- What are we doing in the interview process showing we are looking at minority and women owned business?
- Cassie's group is collecting data to show where we are with the student body right now

Angelia Paschal

- Handout on file
- Enhance the overall curriculum by introducing a content that enhances awareness and understanding of the underrepresented groups
- Males and Hispanics are underrepresented at MUW

Carla Lowery

- Tables from Fact Book (handout on file)
- 42% minority for Fall 2011

December 1, 2011 must report to IHL where we are at this time.