President’s Universitywide Sustainability Committee (PUSC) Minutes
Minutes of August 18, 2011
Room 204, Bernhard Center

Members Present: Harold Glasser, Matthew Hollander, Carolyn Noack, Bill Davis, Sarah Pratt, Pat Holton, Judy Gipper, Mervyn Elliot

Guests Present: Members of the Office of Diversity and Inclusion (Martha Warfield, Dorothy Fancher, Diana Hernandez, Tierra Marshall, Montee Morales, Sarah Stangl, Patricia Williams), Hailey Mangrum, Charity Brown, Mark Niskanen

PROCEDURAL ITEMS

APPROVAL OF AGENDA

Motion by Carolyn Noack to approve the Agenda as presented; seconded by Matt Hollander; Agenda approved.

APPROVAL OF MINUTES

Motion by Matt Hollander to approve the Minutes as presented; seconded by Harold Glasser; Minutes approved.

ANNOUNCEMENTS

HAROLD GLASSER

Harold welcomed new guests, including Martha Warfield and her staff from the Office of Diversity and Inclusion, Haley Mangrum, Vice President of the Western Student Association, Charity Brown, a work-study student with the Office for Sustainability, and Mark Niskanen, an intern with the Office for Sustainability.

UPDATES

HAROLD GLASSER

Harold addressed the new revisions made to the REVISED WMU Facility Life Cycle Design Guidelines. The PUSC was asked to discuss the REVISED WMU Facility Life Cycle Design Guidelines. After no corrections or revisions were suggested, the PUSC was asked to vote on the revised document. (Harold noted that Chris Pyzik was planning on giving a presentation regarding the revisions, but he was completely booked and could not attend).

Matt Hollander put forth a motion to approve the guidelines; Pat Holton seconded, and the REVISED WMU Facility Life Cycle Design Guidelines were approved. Harold agreed to pass on the PUSC vote to Chris Pyzik and the Sustainable Design Committee for recommendation to the VP for Business and Finance.

INTRODUCTION

HAROLD GLASSER

Harold gave a brief introduction to the meeting by introducing the Office of Diversity and Inclusion (ODI). He explained that the goal of the meeting was to learn more about the vision, goals, and initiatives of ODI in order to identify areas of potential collaboration with the PUSC and the Office for Sustainability.

The floor was then given to the Vice President for Diversity and Inclusion Martha Warfield.
PRESENTATION (collated, but presented largely un-edited to reflect the work of the participants)

INTRODUCTION
Martha Warfield addressed the excitement felt by ODI over the prospect of getting students involved in sustainability efforts at WMU. She noted that many of the students they work with “are really about community and doing things for it”, and that sustainability is one of the things they mention wanting to get involved with.

OVERVIEW OF ODI
- The primary function of ODI is to enforce the Diversity and Multiculturalism Action Plan (DMAP), a living document created by people across campus that focuses on maintaining a diverse and inclusive campus environment. The specific goals of DMAP can be viewed here: [http://www.wmich.edu/diversityandinclusion/documents/Approved%20DMAP%204-19-06.pdf](http://www.wmich.edu/diversityandinclusion/documents/Approved%20DMAP%204-19-06.pdf)
- Definition of diversity (also available on their website)

ODI PROGRAMS

LESBIAN BISEXUAL GAY & TRANSGENDER (LBGT) STUDENT SERVICES (PRESENTED BY SARAH STANGL)
- Education and advocacy for sexual orientation and gender identity
- Helping to foster a supportive, inclusive, and safe community
- They offer resources and referrals, educational programs, harassment/bias reporting assistance
- Programs:
  - Safe on Campus Training Program
  - Individuals go through a training program to learn how to be of aid to others
  - There are three basic levels to these training programs
  - SpeakOUT! Panel Program
  - Want to be able to track any issues of abuse/taunting/etc.
    - Online anonymous harassment reporting—if someone sees something that they think should be reported they can notify the office anonymously
      - An alert is sent to the office so that they can quickly help and/or mediate the issue
    - Harold asked if someone from ODI can come to the Office for Sustainability to do a training, and they happily confirmed

DIVERSITY PROGRAMMING (PRESENTED BY MONTEZE MORALES)
- Everyone Counts Learning Community
  - For faculty, staff, and graduate student instructors, an academic year long partnership between Office of Faculty Development and ODI
- The Real Talk Diversity Series
  - Hosted and facilitated by students
  - Empower students to use their voice, monthly student panels on various diversity topics to raise awareness, eliminate false ideologies and stimulate dialogue
- Bronco BUDS
  - Building Unique Dynamic Students
  - Partner with KPS to promote a college-going culture for all KPS sixth grade students through campus visitations
  - Over 1000 students last year—spread out through March and April
  - Send out literature—posters in their schools, t-shirts, literature
  - The kids get to use the classroom clickers when they come and are given small prizes

THE KALAMAZOO PROMISE (PRESENTED BY COORDINATOR OF ACADEMIC SUPPORT, PATRICIA WILLIAMS)
- The primary goal is retention
- Patricia’s group goes to the students in their schools in 7th grade and talks to them about what they need to do through middle school/high school to be a successful college student
- There are academic skills that students need in order to be successful at all levels—they work to help students get what they need academically and also to help them see themselves as a successful college students
Patricia’s group meets with high school students that have chosen WMU (in May)—they are very excited to leave high school, though scared of college

Provide First Year Seminar in the summer—allows students to get some of their concerns out early and helps to develop a relationship with students

Over 500 students on campus that participate in the Promise (most of them have 100% funding)

They have heard many students say: “if it were not for the promise I wouldn’t be here”

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Provide guidance in the form of emotional support—sometimes it is involves counseling, sometimes students are referred out to try to address unique needs

KPS is making a significant effort to help students prepare to be successful in college

Disability Services for Students (Presented by Assistant Director, Disabled Student Services)

- For students with physical impairments, medical conditions, emotional issues, ADD, etc.
- Offer accommodations—test readers, screen readers, etc.
- Work with a consortium of other universities and publishers to provide textbooks and other materials in forms that are most accessible to students with disabilities (electronic readers, etc.)
- They try to provide extended time on tests, work through attendance issues, help faculty to know what to with an epileptic student, etc.
- It is all about giving students equal access—they have even moved a class so that it would meet in a different room
- These students are given priority registration

Division of Multicultural Affairs (Presented by Director of Multicultural Affairs Diana Hernandez)

- Everyone Counts Learning Community
- If we keep students engaged it will help them to be successful on campus
- Focus on recruitment, retention, and graduation of students
- Academic tutor referrals, networking opportunities, pre-college programming, scholarships, etc.
- Center for Student Learning and Development (CSDL)
  - MLK Academy—students meet with an upperclassperson in their college to see if they need any assistance, etc.
  - Engage them at whatever level they are at
  - Find out the bumps in the road and help to smooth them over
- Steps Toward Exhibiting Mastery (STEM) Program
  - Free one-on-one tutoring Provides tutoring, mentoring,
  - Mentoring, counseling, and other support services

ODI and Sustainability

Sustainability Efforts within the Division of Multicultural Affairs (DMA)

- Sustainability Committee was formed in Fall 2009
- “Green” quiz to assess staff green knowledge
- Each staff member was presented with an EcoMug and DMA Green Office Guide
- Electronic files, lights off, no running water
- Recycling Bins—various locations
- Students are really jumping on board with sustainability activities
- Bill: It sounds like you have been able to develop more sustainable habits with students and staff...have you had a chance to assess bottom line improvements in budgets, etc.?
  - Diana: A committee is assessing reduction in paper costs right now
- “It is a university effort”—one of the President’s pillars is sustainability...one is diversity...we are happy to work together!
DISCUSSION (collated, but presented largely un-edited to reflect the work of the participants)

HAROLD GLASSER
Harold expressed that the PUSC and the Office for Sustainability think there is a very significant connection between diversity and sustainability, and that the Office for Sustainability’s concept of sustainability is focused on improving the quality of life for everyone. He explained that what they’re looking to do is see how to bring the pillars of diversity and sustainability together. For the sake of time Harold’s power point was put on hold and an open discussion regarding opportunities for collaboration commenced. Listed below are the some of the ideas that were raised.

GRANT WRITING
- ODI is interested in staff and faculty who want to engage their upper-level students in research projects
- This could tie in with the Student Sustainability Grants, Gibbs House Fellowships, and Wesustain Internships

FIRST YEAR SEMINAR
- Can information about sustainability be presented as part of First Year Seminar?
- OfS is attempting to figure out a model to help them get to all the FYS classes—we already have a pilot with 7 classes this semester
- Could OfS work with first year seminar leaders to create a whole package of information?

VIDEO SERIES
- ODI hosts a video series for many of their students; they currently have one scheduled with Judy Gipper about fair trade coffee
- There may be ways to build the topic of sustainability into these videos
- Harold has a documentary on Detroit that could be shared

LEARNING PROGRAM
- ODI has some interesting models for learning programs that OfS could follow

LUNCHEONS
- The Provost has agreed to support four luncheons facilitate integrating sustainability into research and teaching this year
- Perhaps this is something ODI could be involved in?

INTERNSHIPS
- ODI could send recommend that some of their students apply for Wesustain internships.
- The OfS’s goal is to help spread the word about the resources we offer to all students

Harold then shared his slideshow to give the ODI more food for thought. OfS programs, the student sustainability survey, SS grants, the leadership retreat, the related RSOs, and the new building were all explained.

WRAP UP
The meeting wrapped up with a thank you to ODI for their presentation and their willingness to collaborate, and it was agreed upon that follow-up discussion would be beneficial.

Matt Hollander made a motion to adjourn the meeting, it was seconded by Sarah Pratt, and the meeting was adjourned at 5:30 p.m.

Upcoming meeting: September 15, 2011 at 3 PM in Room 205, Bernhard Center