
Excused: Kimberly Abunuwara, Maureen Andrade, Jessica Ballard, Scott Cooksey, Birch Eve, Nathan Gerber, Belinda Han, Matthew Holland, Justin Jones, Michelle Kearns, Cameron Martin, Pola Morrison, Jeff Olson, Val Peterson, Curtis Puzey, and Michelle Taylor.

I. Welcome
Cheryl welcomed the committee and noted the award winners that are on the committee (Marc Jorgensen, Michelle Kearns and Bryan Waite).

II. Utah Demographic Feedback
Cheryl led the discussion on the Utah Demographic presentation. The committee commented on interesting items and action steps:

- Growth. Plan for growth on the other side of the lake (transportation or location). There is excitement of growth south, but you can’t outgrow resources.
- Population shifting. Different cultures value education differently. We need to engage differently and look at in a more robust way.
- Training and opportunity. Could have language and cultural diversity barrier but because of LDS culture we have language diversity. Opportunity for authentic rich culture and more than academic connections.
- State replacement rates. Discussed dynamics of birth replacement rate (# born in Utah) and migration going up.
- Representation movement/matching of representation. Cultural disconnect between those in power and those being effected by those in power. Legislators and business owners are not very diverse yet it effects the diverse elementary population. Need to be deliberate about feeding the pipelines.
- Granite school district education center has created a solution as a one stop shop for support services, resources, health clinic, preschool, and various languages.
- Changes are cumulative and irreversible. We need to change to meet the need of cultures. It should effect what we are doing pedagogically in the classroom.
- Because demographics are not changing equally, we will have more minorities coming up before we have them trained to represent themselves.
- Since 2009 - 110% increase faculty of color representation. Encourage ways to increase diversity in hiring pools and advertise our openness and inclusiveness.
- Plan for diversity and learn from others experiences.
- Changes to the census and how we are tracking ethnicity and race. IPEDS will likely follow the census.
• There are others just starting to get on board with what we have here (inclusive).
• BRC presentation had more emphasis on how it effects business and discussed municipals and counties needing to figure out how to work together.

III. State of the University Address Feedback
Cheryl asked committee for feedback on the State of the University Address:
• Students enjoyed being part of it (exiting to have kids part of the future).
• President does an excellent job when he speaks.
• Fun to talk about changing technology and what that means for education.
• Motivate others SLO’s by acknowledge someone who does well (Education or Business).
• Intercultural competency, cultural thinking, and intercultural awareness.

IV. Student Success Discussion
The Committee broke into smaller groups to discuss the “All Leadership Meeting”
Question #1: What are you doing in your division to operational student success now?
Question #2: What can you do to meet the charge to become, “The nation’s very best open admission platform for students?”
• Defined student success as a clear graduation pathway with tools available to be successful.
• We survey alumni about their experience.
• We have given more emphasis to labs, writing components and other key skills.
• Faculty meet with students one on one and have connections outside of the classroom (helps create sense of belonging).
• Working to provide more Business Intelligence (data for students and support staff).
• How do we get people to be innovate and out of the box? (Kyle/inclusion & Jim/pride).
• Knowing the resources on campus help us to better the students (core mission). Use what we have to innovate and make new opportunities.
• Offer more certification, integrate and be stackable, as well as offer online and at companies.
• We take for granted that we are with our purpose every day. In private industry you never see or interact with product. We are interconnected. You feel the energy and know of class changes, spring break and finals week.

Minutes taken by: Stacy Fowler
Meeting Adjourned at: 3:55 p.m.