

**JOHN CARROLL UNIVERSITY**  
**PROVOST'S COUNCIL**

John Day, Kathleen Dean, Lauren Bowen, Jeanne Colleran, Sherri Crahen, Barbara D'Ambrosia,  
Dwight Hahn, Jim Krukones, Mark McCarthy, Sheila McGinn, Paul V. Murphy, Karen Schuele,  
Brian Williams, David Wong, Sheri Young.

February 1, 2013

Minutes

Present: J. Day, L. Bowen, J. Colleran, S. Crahen. B. D'Ambrosia, K. Dean, D. Hahn,  
J. Krukones, M. McCarthy, S. McGinn, P. Murphy, K. Schuele, B. Williams, D. Wong,  
S. Young.

J. Day called the meeting to order at 3:00 pm..

The Minutes of the January 16, 2013, meeting were approved.

J. Day noted that the group needed to move toward closure on the topic of focused advising and to see what we can do differently for fall 2013. While this is not an action group, members can carry out their jobs informed by our discussions.

As this committee looks at the student experience across divisions, the focus of today's meeting would be the recent events on campus. J. Day noted that two incidents were reported by students and staff using the Bias Incident Reporting system, as described in M. McCarthy's recent email to the campus.

M. McCarthy noted that before discussing the recent incidents, it would be helpful for the group to get background regarding the bias reporting system initiated in Fall 2012. L. Bowen gave an overview of the work of the Diversity Steering Committee which resulted in the launch of the Bias Incident Reporting System, of which L. Bowen, B. Stuppy and D. Carter are the Report Team. She noted that reports have been across markers of identity. If it is determined there is a violation by a student, the issue then moves to the hearing board for determination of response. Anonymous reports are investigated, but opportunity for response is limited.

M. McCarthy noted that recent training has been informed by bias cases and is more focused. Refresher training is provided throughout the year.

M. McCarthy reported details of two recent incidents, one involving a residence hall and the other a party. Reports of the incidents came in late Friday and Sunday. Postings of pictures from the party were made on Facebook, and communication began among students. A letter was emailed to the JCU community regarding the incidents and also posted in the Carroll News.

A student-run meeting was held to discuss these incidents, at which the student hosting the party apologized and students of color expressed their feelings of frustration. Party attendees and leaders of ethnic organizations were invited to another meeting, which also included administrators and student advisors. The discussion centered on how to better take care of our community. While there is still a lot of work to do, a level of understanding was reached.

Discussion ensued regarding better educating students regarding bias and how we address diversity requirements and issues in the classroom. It was noted that there seems to be an intellectual and experiential disconnect. A comment was made that hiring at the University needs to change for more diversity. A suggestion was made for the use of simulation in classes.

It was noted that we need wider conversation about how we respond, since the perception of lack of response perpetuates the perception of “business as usual.” While we learn from experience, we need to work to prevent these incidents.

J. Day asked what the next steps should be, and whether there needs to be a follow-up report.

S. Crahen noted there will be a Student Union collaborative program with cultural groups, and she would report back to the Provost’s Council.

L. Bowen noted that the bias reporting campaign needs to move from being a passive campaign to an active one. She indicated there would be follow-up with the Diversity Steering Committee.

J. Day suggested that these discussions could be useful in informing the current curricular discussions.

The meeting was adjourned at 4:20 pm.

Respectfully submitted,  
Barbara Lovequist