Pamplin College of Business  
Multicultural Diversity Committee Minutes  
Monday, November 4, 2019  
10:30 a.m. to 11:30 a.m., Pamplin 1028

Members Present: Rowena Crabbe (MKTG); Janice Branch Hall, Director of Diversity and Inclusion (Ex-officio); Jingling Huang (ACIS); A. K. Ward Bartlett for Eli Jamison (MGT); Lara Khansa, Associate Dean (Ex-officio); Raman Kumar (NCR); Kristin Lamoureux (HTM); Emily McCorkle, Ex-officio; Christina Minford (REAL); Michelle Seref, Chair (BIT); Ammon Ward, President PMDC

Members Absent: Pengfei Ye (FIN)

Guests Present: Julia Acton, Undergraduate Programs; Elizabeth Oliver (NABA)

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I. Welcome by Committee Chair Michelle Seref

II. Call for nominations for student members – NABA/ALPFA, etc.

The committee recommends Elizabeth Oliver (ACIS) to serve as student member and representative for NABA.

Additional student member recommendations (ALPFA, CWIB, Masters ACIS) should be finalized at the December meeting.

III. Call for nominations for faculty liaison - Multicultural Council (member of committee)

Michelle will follow up with Dean Sumichrast. Moved to December meeting.

IV. Updates:

- **PMDC – Ammon Ward**

  October recruiting efforts consisted of interest meetings, classroom visits, emails to faculty, BUSINFO, and 2 information workshops. 12-13 students expressed interest and Ammon will be starting onboarding efforts immediately. A. K. Ward Bartlett volunteered to write a case for the spring Diversity Case Competition. Michelle recommends that PMDC maintain a Google or similar file of past cases, procedures and best practices for future council reference.

- **NABA – Elizabeth Oliver**

  NABA currently has 7 members. As the NABA President, Elizabeth is working on recruiting and restructuring the executive board. NABA struggles with membership promotion and retention.
Janice will work with PMDC and NABA to establish best practices, mission and goals, recruiting strategy, retention and onboarding, to ensure consistency, sustainability, and value.

- **Recruitment/Retention – Emily McCorkle**
  
  - **Business Explorations:** The Richmond area Business Explorations Conference was recently held with 66 students in attendance. The first admissions offer for the Class of 2024 was made on site. All attendees will be invited to campus for the spring conference tentatively planned for March 27-28, 2020.
  
  - **Fall Visitation Luncheon:** Sunday, November 17, 1:00 – 2:00 p.m., Owens Ballroom. Email eafrica@vt.edu if you wish to attend.
  
  - **Pump II Mentors:** If mentors have not heard from their students by now please let Emily know. Emily will use feedback to improve this new program for both mentors and students in future semesters. After mentors have one-on-one meetings with students, Michelle recommends small casual group meetings so students can get to know each other and feel more comfortable. Michelle also recommends that if students are struggling academically or personally, that mentors encourage them to see their advisor and/or the Cook Counseling Center, so students know they have a support system here and that PUMP isn’t just another obligation. It was also pointed out that students need professional communication training, how to compose a proper email, etc. Emily stated they try to cover this topic in all PUMP meetings but more needs to be done.

V. **Review recommendations/vote for new committee name**

After review and discussion, the committee recommends *Pamplin Community Committee for Diversity, Inclusion, & Equity (PCC)* as the new committee name.

VI. **Review/Discuss – Diversity Excellence Awards Sub-Committee**

- **Selection Criteria**

  Sub-committee members Eli, Kristen, and Janice prepared a draft of Diversity Excellence Award criteria, to be awarded to 1 faculty, 1 staff, and 1 undergraduate student. Members should review the criteria and be prepared to discuss and finalize at the December meeting.

VII. **Review/Discuss – Janice Branch Hall**

- **Committee Charge draft**

  Janice will update the charge for committee review at the December meeting.

- **Principles of Community Week – March 9 – 13**

  Moved to December meeting.
VIII. Remaining Fall 2019 Meeting Dates:

   Wednesday, December 11, 10:30 a.m. – 11:30 a.m., Pamplin 1028

IX. Adjourn

   With no further business, the meeting was adjourned at 11:35 a.m.

Minutes prepared by Julia Acton 11.6.19