

Critical questions | Timing & Tactics | August 1 target

“Resolved” means a path forward has been identified and not necessarily that it has been completed.

Updated: July 11, 2023

	Item Question	Info Action	Assigned to (*lead)	Timing	Status
1	<p><i>Employee process</i></p> <p><i>Development of job descriptions for new positions</i></p>	<p><i>1) Discussions, gathering of opportunities, presentations of opportunities to employees and then 2) finalization of assignments by July 9-fleshout position descriptions; 3) appointment letters and workday movement 4) share the student facing positions to provisional (jeremy looking to see what else he can add to the pool) 5) deadline for decision</i></p> <p><i>6) Orientation meetings with unit leaders?</i></p> <p><i>7) letters upon confirmation</i></p>	<p><i>*Michelle Hargis Wolfe + HR team</i></p> <p><i>Jeremy, Danielle and Trevor to reach out</i></p> <p><i>Laura touch base w/ Elecia</i></p>	<p><i>Now by June 23: discussions by end of next week to determine – LJ call elecia</i></p> <p><i>6/30: DLW to complete outreach remaining IDEALS</i></p> <p><i>July 9 – to attain employee confirmation</i></p> <p><i>Thru end of July – role clarity, internal comms, welcoming, Workday, appointments finalized.</i></p> <p><i>July-revisit current state and reimagine where necessary</i></p>	<p><i>[Redacted]; [Redacted]</i></p> <p><i>[Redacted]</i></p> <p><i>[Redacted]</i></p> <p><i>[Redacted]</i></p> <p><i>[Redacted]</i></p> <p><i>[Redacted] – July 13 folo up interested in several positions.</i></p> <p><i>7/13 folo [Redacted]</i></p> <p><i>[Redacted] interested in remote</i></p> <p><i>[Redacted] plans to return to school and not</i></p>

					<i>interested in FTE.</i>
2	Space in ADMN and future offices...IDEALS equipment and stuff?	Suite #205 A-F + 206; future office locations	leave in place for now	Future	Open
3	<i>GA tenure</i> <i>How many GA positions budgeted? (2)</i>	6/29: ██████ to MC; ██████ to AMM; Shobe's: ██████ has a 12 month offer transfer to ARSC; Michelle has 2 GA positions open AMM will talk to Leslie about GA for MC. 7/12: MC able to one-time fund GA ████████ Leslie + AMM to discuss	*Vickie Marler + Marsha Shobe + Jim Giganto (funding)	June/July	RESOLVED
4	Work-study students?	6/16: There is no funding assigned for work study or extra help according to VM. Ask Michelle. 2 are assigned to Angela; shift to HR? programming support for student pieces - vcid pays 25% - continue to support	*Vickie Marler + AMM + *Michelle	June/July	RESOLVED
5	Website planning, redirect, resources, newsletters https://diversity.uark.edu/	Inventory of public facing materials that need to be re-routed/moved/Repacked; to move to HR;	*Mark R. + Randy + Logan + Sara Bishop + Laura	Now thru June 30: audit and planning July: Phase I implementation	OPEN but plan in place
6	SOG transition	Meeting invites + retreat + www update	*Laura + Ron G. + Sally + Marcia	Aug 1 completion	RESOLVED
7	Orientation meetings with unit leaders?	Touch base to gain better sense of expectations of new supervisors	Various + TBD	August/September	MERGED w #1
8	Workday, HCM but also org.	As we go...	*James + J'onnelle	August/September	RESOLVED

9	<i>What's next for OEOC + HR?</i>	<i>Separate meeting to define future state. Add AGB.</i>	<i>MHW + DLW + LHJ *LHJ* will arrange.</i>	<i>June 22</i>	<i>RESOLVED</i>
10	<i>What about the DEI fellows?</i>	<i>Conclude all June 30</i>	<i>AMM + *MHW</i>	<i>July/August</i>	<i>RESOLVED</i>
11	<i>Where will societies go? PRIDE, LAS, BAS, Armed Forces</i>	<i>Transition to AAA. Details being explored. AAA will drive next steps. Emphasize collaboration with EIGs.</i>	<i>*Brandy will drive conversation forward and reach out to AMM</i>	<i>FY24</i>	<i>RESOLVED</i>
12	<i>When will we communicate to funders?</i>	<i>WFF + WMT Fnd program officers; language provided last week; contract: 30-day termination notice for convenience; 6/19: LJ + Nelson; 7/11: Laura + Elecia meeting</i>	<i>*Elecia Laura</i>	<i>June-July</i>	<i>Open</i>
13	<i>What positions will go to Student Affairs & Student Success?</i>	<i>2 positions charles approved one each in CORD Student experience advocate) and STUAFF (commuter student in MC) + 1 career coaching for Pell grant students 50-50 split pilot 1 year</i>	<i>*Ann (funding allocation) + Jeremy + Trevor + Michelle \$45K + fringe One time</i>	<i>June/July</i>	<i>UNDER WAY</i>
14	<i>What's the response to public/media questions?</i>	<i>Talking points and Q&A and summary of coverage thus far to be shared with AMM and will be shared with IDEALS team</i>	<i>*Mark Rushing +AMM</i>	<i>June 15</i>	<i>ONGOING</i>

15	<i>What do we do as we move forward with 150 Forward planning process, how do we reinforce and update and answer questions by campus?</i>	<i>Assess need for ongoing information, questions and answers... 6/29 met with Terry and the deans to gather data for CFR. Provide guidance on how they should manage localized DEI people. Future deans meeting + comms directors circles- Need to meet again in a few weeks.</i>	<i>ALL *Terry + deans + Randy + directors circle + LHJ</i>	<i>Now through start of fall 2023 semester</i>	<i>ONGOING</i>
16	<i>What do we do with assets?</i>	<i>Transfer digital inventory as appropriate along with the person... where the need is greatest</i>	<i>*Vickie Marler + Alicia Wells + others TBD</i>	<i>August/September</i>	<i>RESOLVED</i>
17	<i>Did we miss any audiences? What are the lists? What's next for CSUs?</i>	<i>DEI Leaders and Champions Strategic Team/Leaders — in colleges and schools – voted to continue to meet in some way...see #34 Full society memberships</i>	<i>Deans to determine their approaches *Mark Angela + Laura</i>	<i>August</i>	<i>MERGED</i>
18	<i>What funds are we adding to CORD, Student Affairs?</i>	<i>1) Assistant director for on-campus student employment STUAFF: \$45K 2) Student experience advocate \$45K + \$3K programming 3) \$40K – CFR awaiting \$\$\$ report.</i>	<i>*AGB</i>	<i>July/August</i>	<i>RESOLVED</i>
19	<i>Where does IDEALS “report” until 12/31?</i>	<i>IDEALS will report to wherever Elecia reports. Meeting set July 11</i>	<i>*Laura</i>	<i>July 11</i>	<i>RESOLVED</i>
20	<i>Do we carry DEI banner at PRIDE?</i>	<i>Yes</i>	<i>*AMM</i>	<i>ASAP- Parade is June 23</i>	<i>RESOLVED</i>
21	<i>Will employees have a chance to look at the student success positions before deciding?</i>	<i>YES; shared preliminary PDs with AMM 6/16; LJ to contact Elecia 6.22 an 7.11</i>	<i>*Michelle + Jeremy</i>	<i>ASAP</i>	<i>RESOLVED</i>

22	<i>IDEALS lease space commitment to expire when? can Colleen plan to not spend the money past Dec.?</i>	<i>Colleen Briney – Provost committed to support month-to-month; Count on space being committed to IDEALS thru December unless it gets resolved sooner. 7/6: MC should have first right of refusal on transition space during the union reno (Jeremy + AGB)</i>	<i>*Colleen Briney + Vickie Marler Jeremy AGB</i>	<i>Now thru December</i>	<i>RESOLVED</i>
23	<i>Donors?</i>	<i>Language to assure donors; Please share the specific messages with Scott.</i>	<i>*Scott</i>	<i>Now and ongoing</i>	<i>RESOLVED</i>
24	<i>What if nobody stays at IDEALS?</i>	<i>Refund any unexpended grant funds; 30-day notice of termination for convenience. 7/11: Elecia believes they can accommodate thru September. Sept. 1 would be out date.</i>	<i>*Elecia + LJ to meet with team 7.11</i>	<i>Now through December</i>	<i>RESOLVED</i>
25	<i>Counseling available?</i>	<i>EAP is available to all</i>	<i>*AMM</i>	<i>Always</i>	<i>RESOLVED</i>
26	<i>Additional discussions and socialization?</i>	<i>TBD as necessary</i>	<i>*Laura</i>		<i>ONGOING</i>
27	<i>Signage in ADMN</i>	<i>Remove Aug. 1</i>	<i>*Marcia Overby</i>	<i>Aug. 1</i>	<i>RESOLVED</i>
28	<i>If there is not a division and my scholarship agreements stated this is through the Division of DEI how will my agreement be handled moving forward?</i>	<i>Please forward all requests + gift agreements to Scott. He will review; Study and review gift agreements;</i>	<i>*Scott Varady will follow up</i>	<i>NOW</i>	<i>RESOLVED</i>
29	<i>If my donations were based on the Division of DEI, can my donation be remitted back to me since there is no longer a division and/or if I am a part of an endowment over a five-year period, can I withdraw the agreement and have any donations prior received and/or pledged returned?</i>	<i>Please forward all requests + gift agreements to Scott. He will review.</i>	<i>*Scott Varady</i>	<i>Ongoing</i>	<i>OPEN</i>
30	<i>Can the external interest in IDEALS training be offered through another campus outlet?</i>	<i>Global Campus?</i>	<i>Cheryl Murphy</i>	<i>Ongoing</i>	<i>OPEN</i>

31	<i>Where will the division maintenance funding go? How much funding is available?</i>	<i>Distributed to cover current expense and future priority as determined by Central. Let CFR know.</i>	<i>*Vickie + AGB</i>	<i>July 1, 2023</i>	<i>RESOLVED</i>
32	<i>OUCH and oops! Continue? Annual cost?</i>	<i>Will it continue? Will it retire? Need to check with Bryan Hill as champion on this; 7/11: asked Chris Jones to inventory all existing trainings to make determinations.</i>	<i>*Bryan Hill</i>	<i>Ongoing</i>	<i>RESOLVED</i>
33	<i>DEI Football Tailgates? The tailgates were sponsored by DEI to create a welcoming, belonging and representation environment for faculty, staff, and students (and alumni?)</i>	<i>Advancement is taking the lead on exploration of events that will produce widespread engagement</i>	<i>*Scott + Brandy Jackson + AMM</i>	<i>September 1, 2023</i>	<i>RESOLVED</i>
34	<i>Will the Diversity Leaders group be able to continue to meet and gather -</i>	<i>Questions from the DEI Leaders meeting. Please provide a list of these people to Laura and DLW. This will be studied once we are fully implemented. Option to fold into EO advisory group.</i>	<i>*Danielle Williams + LHJ</i>	<i>August</i>	<i>RESOLVED</i>
35	<i>Future faculty recruitment strategies and plans?</i>	<i>How will we amplify notice and opportunity to cultivate large pools of qualified candidates: part of deployment of HR maturity model.</i>	<i>*Michelle *Eva + DLW + AMM +</i>	<i>ONGOING</i>	<i>RESOLVED</i>
36	<i>Associate deans or other “project elevate” funding? (Enrollment \$5K; year 3) Variable commitments scattered across the university.</i>	<i>Will be studied and outcome determined by central path forward for each by the office of the provost. 3 remain. Has this been communicated?</i>	<i>*Vickie Marler + *Colleen Briney</i>	<i>ASAP before July 1</i>	<i>RESOLVED</i>
37	<i>DEI Advisory Board?</i>	<i>Advancement will take the lead on this to reimagine the purpose, scope and participants, and communicate thusly.</i>	<i>*Scott Varady</i>	<i>Fall 2023</i>	<i>RESOLVED</i>
38	<i>Vice Provost line to return to the provost’s office?</i>	<i>YES</i>	<i>*Eva + Jim G.</i>	<i>Aug. 1</i>	<i>RESOLVED</i>

39	<p>Policies with DEI ownership? https://vcfa.uark.edu/fayetteville-policies-procedures/vcdc/2041.php & https://provost.uark.edu/policies/140516q.pdf)</p>	<p>We will study and resolve as necessary. Team identified to do so.</p>	<p>*Danielle + Jim G. + Anna + MHW</p>	<p>Ongoing</p>	<p>RESOLVED</p>
40	<p>MRR Minority Recruiting and Retention Report will be housed where? (Compliance report)</p>	<p>Responsibility will remain with AMM likely. Required by state of Arkansas.</p>	<p>*Danielle</p>		<p>RESOLVED</p>
41	<p>Who will award scholarships normally awarded out of VCID?</p>	<p>What are they?</p>	<p>*Suzanne McCray</p>	<p>Ongoing</p>	
42	<p>DEI functions and duties that need to be accounted for, reassigned, cancelled?</p> <p>Employee Resource groups — versus <i>impact</i> groups?</p> <p>Sponsorship requests — receive and sort accordingly by students, faculty, staff and external organizations</p> <p>Angela will continue to gather list of duties.</p>	<p>List what is underway for future assignment and determination. Community engagement meetings; Meetings with external groups (NWA Engage LGBTQ resource group); Welcoming week NWA — Engage NWA ongoing; ERG leader networking group Serve2Perform; TIAA engagement EIG; Campus representative and engagement and visits; DEI leaders (+ champions + ambassadors) monthly meeting; DISC (Stephanie Adams) is an RSO; BAS and BSA advisors to seek RSO funding; sponsorship support by UA to other groups (Mark Power or look in WD LULAC, MLK, etc., faculty support); fundraising for the alumni societies (campus table solicitation + corporate solicitation) will return to AAA; chancellor’s student success scholarship fund review committee; HLC committee;</p>	<p>*DLW + AMM + LHJ + Jim Gigantino</p>	<p>Ongoing</p>	
43	<p>Response to walk-in traffic? Where do we send people? MC Signage enhancement?</p>	<p>Discuss with leadership</p>			

44	<i>"Non-compete" language in employee agreements?</i>	<i>This does not exist.</i>	<i>*Laura</i>		<i>CLOSED</i>
45	<i>What is the strategy for external sponsorships?</i>	<i>Select a recipient to gather and evaluate external request – let Scott know. Refer all to VCAD collector</i>	<i>*Scott Varady</i>		<i>RESOLVED</i>
46	<i>What about [REDACTED] role in HLC initiative for accreditation? Will [REDACTED] remain involved?</i>	<i>Danielle will reach out to Jim.</i>	<i>*Jim</i>	<i>Now</i>	<i>RESOLVED</i>