

Black Faculty and Staff Association  
Monday, October 17, 2016  
Meeting Minutes

Attendance: Lorianne Mitchell, Yousif Elhindi, Chris Dula, Mary Jordan, Queen Brown, Stephanie L. Hayes, Joy Fulkerson, Steve Ellis, Evelyn Roach, Edward Onyango, Martha Michieka, Angela Claxton-Freeman, Stephanie Murphy, Faith Vaughn, Carshonda Harris, and student participants: Jeremiah Pearson (VP Black Affairs), Justice Turner (MOD+LOV / NPHC), Martin Thompkins (MOD+LOV), Nathaniel Farnor (VP SGA), and Garrett Tumlin (President Black Affairs).

The meeting was called to order by President, Lorianne Mitchell at 4:50 pm following refreshments and social networking. Lorianne explained the importance of increasing awareness of the BFSA among student organizations representing black students. Student leaders present introduced themselves.

Methods of promoting activities for BFSA were discussed. Joy Fulkerson agreed to develop a Facebook page at the last meeting. Other suggestions included a possible newsletter, emails, and web-page links. Chris Dula offered to promote activities if they are sent to him in the format of a PowerPoint slide. He runs a slide presentation of announcements prior to classes beginning.

The \$25.00 annual membership dues are due and payable to Queen Brown. Five-dollars of the dues goes to the book fund to support students who need assistance in acquiring books. The remaining twenty-dollars is used for BFSA activities including the Annual Black Heritage Banquet the second weekend in February.

Lorianne discussed with students their perceptions and need for support with campus/community engagement and academics. A mentoring program was suggested and the current plan for the mentoring program was discussed by Carshonda Harris and Mary Jordan. The need for students to be vocal within this timeframe, and the importance of being able to effectively communicate the value of diversity in higher education was emphasized.

Mary discussed the importance of the new board of director's commitment to diversity and some of the challenges faced by other Tennessee institutions. It was suggested that the new board receive a welcome letter explaining the purpose of the BFSA organization. The organizational status of BFSA was discussed. Currently the association is not an officially recognized group.

There was much discussion about the need and methods of delivery for cultural competence training as a result of the gorilla incident at the Black Lives Matter Rally. Comments were related to the positive University response, lack of response and/or an antagonistic response by some faculty members, and the potential impact on future recruitment efforts. The availability of counseling services to support students involved was also discussed. The BFSA will follow up on formulating a demand for an expulsion in absentia of the student charged in the incident.

The Annual Black Heritage and recognition event was discussed. Lorianne emphasized the importance of having major decisions related to the event made by mid-November. The event will be held on **February 11, 2017 at 6 pm**. It was suggested that an award be given to Dorothy Grisham. Suggested venues included: The Venue, Millennium Centre, ETSU Ballroom, The Gallery, JC Brewing, and the space

above Portico. Carshonda, Faith, Stephanie, Joy, and Garrett were asked to serve on the committee. Suggested themes included the Arts and entertainment.

Queen Brown gave the financial report: the administrative balance is \$5400.41 and the Book Fund balance is \$1255.73 not including dues collected at the meeting.

**The next meeting will be held on the second Thursday, November 10<sup>th</sup> at 5:00 pm on campus. The December meeting will be held off campus.**