CULTURAL DIVERSITY COMMITTEE
MINUTES
October 13, 1999

Present: Yezdi Bhada, Annette Butler (reporting for Linda Nelson), Doris Derby, Joanne Dowdy, Valerie Fennell, Bernadette Hartfield, Kurt Keppler, Thomas Netzel, Maria Valeri-Gold, Molly Weinburgh, Deborah Whitley.

INTRODUCTIONS:
Introductions were made by committee members.

MINUTES:
Minutes were approved by committee members; however, a spelling corrections was made for Yezdi Bhada's name located under Old Business (first sentence, paragraph #3). Yezda was changed to Yezdi.

ANNOUNCEMENTS:
There were no announcements.

OLD BUSINESS:

Staff Assessment Report
Gold reported for Edi Guyton, Chair of the Staff Assessment Report, and indicated that Edi will contact the committee regarding the survey to see exactly what they want done.

Gold contacted Yezdi Bhada and asked if monies would be available for xeroxing the surveys and analyzing the results. Yezdi reported that he talked to Provost Henry who was in favor of the request. However, Provost henry requested that we wait until two faculty members (one faculty member will be appointed to implement the recommendations of the Task Force on the Advancement of Women; the second faculty member will be chosen to implement the recommendations created by the Task Force on the Recruitment and Retention of Underrepresented Faculty) are appointed to work with the committee on the survey. These two faculty members will be appointed by the end of the month of October. It was also noted that the Office of Institutional Research has concerns regarding the survey; however, we will work with all concerned parties in a collegial manner to do what is good for the university.

Gold also contacted Vida Scarpello, developer of the Staff Assessment Survey, and asked her if she was still interested in working on the survey with the committee. Vida responded that she is willing to work with the committee on the survey.

Office of Affirmative Action (No report)

Ombudsperson Report
Donna Williams will be giving training sessions on November 4 and then in February (date to be announced). Donna Williams's office is located in Room 520, One Park Place South; Valerie Fennell's office is located in Sparks Hall, Department of Anthropology and Geography, Room 340A.

Enrollment Management Committee Report
Doris Derby, member of the Enrollment Management Committee, stated that minority enrollment has increased. Bhada noted that higher standards attract more students. He also indicated that we have established a good relationship with Atlanta Metropolitan College. Recruitment efforts, Hope Scholarships, and President's Assistant Scholarships are factors that are affecting an increase in enrollment.

Professional Education Faculty Committee Report (Molly Weinburgh--See attachment).

By-laws
Gold reported that she contacted Murray Brown, Chair of Statutes and Bylaws. Brown indicated that the committee review its composition to insure 75% of the group is composed of faculty members; 25% of the committee is made up of staff members. Kurt Keppler asked that Carolyn Gergly from the Office of Disabilities Services be added to the committee.

Under Old Business, additional items were discussed:

- Academic Improvement Programs (A.I.P.). These retention courses will not apply toward graduation, but the grades the students receive for these courses will be calculated in their grade point averages.
Articles discussing Affirmative Action (The Chronicle of Higher Education, September 17, 1999)
Memo from the Board of Regents indicating President Clinton's proclamation regarding National Hispanic Heritage Month.
Strategic Plan Development 1999

NEW BUSINESS:
Gold will e-mail Diane Willen, Chair of the Faculty Affairs Committee, expressing our concerns regarding stopping the tenure clock in the event of family and medical reasons; for example, caring for aging parents.

Gold announced the Affirmative Action Town hall Meetings are scheduled for Wednesday, October 13, from 6:30 p.m.-8:30 p.m. in the Speaker's Auditorium, Student Center and Thursday, October 14, from 7:00 p.m.-8:30 p.m. in the Senate Salon, Student Center.

ADJOURNMENT: The meeting was adjourned at 3:05 p.m.