CULTURAL DIVERSITY COMMITTEE
MINUTES
September 14, 1999

Present: Laura Burtle, Yezdi Bhada, Joanne Dowdy, Valerie Fennell, Linda Nelson, Thomas Netzel, Keisha Shabazz, Maria Valeri-Gold, Molly Weinburgh, Deborah Whitley, Donna Williams.

Introductions
Since there were several new committee members, introductions were made.

Minutes
Minutes were approved by committee members.

Announcements
There were no announcements.

Old Business
Staff Assessment Report
Gold reported for Edi Guyton and stated that Associate Provost Crimmins did not return her telephone call regarding the revised Staff Assessment Survey.

Linda Nelson gave an overview of the Cultural Diversity Staff Assessment Survey for the benefit of new committee members.

Yezdi Bhada moved that the Cultural Diversity Committee inform the Office of Institutional Research that the committee is going to move forward with the distribution of the survey. If they have any concerns, suggestions, or recommendations, they should contact Edi Guyton. The motion was moved and seconded by Valerie Fennell and passed unanimously with one abstention.

Task Force to Recruit and Retain Underrepresented Faculty Report and Task Force on the Advancement of Women Report
Gold distributed copies of reports of the Task Force to Recruit Underrepresented Faculty Report and the Task Force on the Advancement of Women. Of note is the recommendation of the Advancement of Women Report that a cultural climate survey instrument be developed and administered. Provost Henry will appoint a faculty member to address the recommendations of both task forces. The Cultural Diversity Committee should work with this faculty member to develop this survey.

The Task Force on the Advancement of Women Report also recommends the tenure clock should be stopped for all aspects of the Family and Medical leave Act. The Cultural Diversity Committee will develop a policy and pass this recommendation on to the University Senate.

Enrollment Management Committee Report
Nelson and Gold advised that minority and female students statistics should be monitored as admissions standards rise. It is important to remain above the 30% minority enrollment threshold to maintain student diversity.

Bhada pointed out that last year both admission standards and minority enrollment increased. There was general agreement that it is important for the University to concentrate on recruitment of both high school and transfer minority students.

Netzel inquired as to the minority makeup of the Presidential Scholars.

Dowdy advised of the danger of unreliable representation of demographic information as demonstrated in the Task Force to Recruit and Retain Underrepresented Faculty Report.

Weinburgh raised the problem of fee growth and the requirement that students not taking a full load still pay all fees. Bhada said that the request to scale fees was rejected by the Board of Regents.

Ombudsperson Report
Williams reported that the office is looking at the results of a preliminary Alternative Dispute Resolution Survey. She stated that select offices may be trained in mediation and when to refer people to the Ombudsperson Office. The
survey is looking at process issues, but since diversity issues have an impact on complaint resolution procedures, the Cultural Diversity Committee may be interested.

Office of Affirmative Action
Nelson noted the opportunity for input on the new Strategic Plan. She reported that President Patton wants to form a group of students, faculty, and staff to help communicate the University's commitment to affirmative action.

Professional Educators Association Committee
Weinburgh reported that the committee is convening on 9/15 and will be looking at the retention of faculty and students.

New Business
There was no new business.

Adjournment
The meeting adjourned at 3:30 p.m.