CULTURAL DIVERSITY COMMITTEE
MINUTES
Tuesday, October 3, 2000
Room 1024, U.L. Bldg.
3:00-4:00 p.m.

Present: Kyle Bruner, Nannette Commander, Doris Derby, Christine Gallant, Tazar Gissentanner, A. Joy Hatcher, Chuck Marvin, Lois Mohr, John Peterson, Hazel Scott, Ron Squibbs, Maria Valeri-Gold, Mary Beth Walker, Sally Wallace, Molly Weinburgh, Julia Marks Young.

Absent: Vicki Abrams, Titi Agbato, Vida Scarpello, Hazel Scott, Deborah Whitley, Diane Willen.

Introduction: Introductions were made by committee members.

Approval of Minutes: Minutes from the Tuesday, September 12, 2000 meeting of the Committee on Cultural Diversity were approved with the following amendment:

The sentence, "It was suggested that the Co-chairs request endorsement by the Senate's Committee of Chairs for the Cultural Diversity Committee (CDC) to address the 2000 Action Plan." was changed to "It was suggested that the Co-chairs request endorsement by the Senate's Committee of Chairs for the Cultural Diversity Committee (CDC) to develop a plan to recruit and retain diverse faculty based upon the Task Force for the Recruitment and Retention of Underrepresented Faculty."

Staff Assessment Survey: It was announced that information about the status of the Staff Assessment Survey would be presented after committee members Vida Scarpello and Edi Guyton meet with the Provost.

2000 Action Plan To Recruit and Retain Diverse Faculty: Nannette Commander reported that the Senate's Committee of Chairs endorsed the Cultural Diversity Committee's request to develop the Action Plan. Christine Gallant presented the history of Action Plans to recruit and retain minority faculty, beginning with the 1992 Five Year Action Plan for the Recruitment and Retention of African-American Faculty and ending with the 1999 Comprehensive Plan for the Recruitment and Retention of Underrepresented Faculty. She then discussed her revision of the Comprehensive Plan into the "2000 Action Plan to Recruit and Retain Diverse Faculty" under present consideration. This revision incorporated the "Guidelines for the Recruitment of Underrepresented Faculty in the College of Arts and Sciences" now being developed, as well as suggestions from Maria Valeri-Gold, Debbie Whitley, and Nannette Commander. Lois Mohr noted that some departments would have difficulty attracting diverse faculty since there was a shortage of diverse faculty who wished to enter education rather than industry in their fields. There was a discussion regarding the diversity of the present freshmen class and that of students attending the Alpharetta Campus. There was additional discussion of the Minority Hiring Incentive program and the mentoring program recommended by the "2000 Action Plan." A question was raised regarding the involvement of students and the Student Government Association (SGA) in assisting passage of the "2000 Action Plan" through the Senate. The committee agreed this involvement was inappropriate at this time and asked that the SGA wait to express its support until the final Action Plan had been approved by the full Senate. A vote was taken to approve the "2000 Action Plan to Recruit and Retain Diverse Faculty". Chuck Marvin and John Peterson abstained, while the rest voted to approve. The motion carried to approve the Action Plan.

New Business: It was announced that the next meeting of the CDC would take place on November 14th at 3:00 in Room 1024 of the U.L. Building.

Adjournment: The meeting was adjourned at 4:00 p.m.