
Welcome: A welcome was extended by the co-chairs.

Approval of Minutes: Minutes from November 14, 2000 meeting were approved without changes or modifications.

Staff Assessment Survey: Debbie Whitley and Nannette Commander summarized the meeting with the Provost to discuss the status of the staff assessment survey. They indicated that the Provost is agreeable to completing a survey with the staff. He provided a copy of a climate survey that was completed by the physical plant staff that could be adapted to meet the objectives of CDC. It was further reported that the Provost would be agreeable to supporting two surveys, if necessary; one that is a modified climate survey and another survey that specifically focuses on cultural diversity issues. [A copy of the physical plant survey was emailed to committee members prior to the meeting].

The CDC considered the next steps to take in view of the Provost’s position. There was a consensus to send a memo to the Provost stating the CDC recommends he direct the development and implementation of the survey possibly facilitated by Julie Bannerman, Office of Strategic Support. The memo will include suggestions for topics that should be included in the survey that stem from the issues identified by the 1994 Staff Advisory Council Ad Hoc Committee on Cultural Diversity. Finally, the memo will express the CDC’s expectation to be apprised on the progress of the implementation of the survey and to make recommendations for action plans once the staff survey results are available. Debbie Whitley and Nannette Commander will draft a memo to the Provost encompassing these points.

2000 Action Plan to Recruit & Retain Diverse Faculty: Christine Gallant reviewed the status of the 2000 Action Plan. She reported the subcommittee to endorse a policy statement on the recruitment and retention of diverse faculty met on December 7, 2000. The discussion of the meeting centered on the definition of “diversity”, whether to broaden the definition to include such groups as gays, lesbians, physically challenged individuals, etc., or to keep it narrow to only include historically disadvantaged groups, e.g., African-American. The final consensus by the subcommittee was to keep it narrow to target the policy toward historically disadvantaged groups.

It was reported the subcommittee also discussed the process by which the policy would achieve approval within the university system. The chair of the subcommittee, Diane Willen, indicated she plans to take the policy draft to the Deans’ group for their approval, raising concern as to which group is controlling how the policy proceeds through the university system. It was stated that the CDC originated the policy and might therefore, be the appropriate committee to retain control over the process, including bringing it before the full Senate for final vote. In order to obtain clarification on the process, Christine Gallant will consult with Hugh Hudson, Chair of the Committee Chairs to inquire on appropriate procedures and report to the CDC.

New Business: There was no new business discussed.
Announcements: Linda Nelson announced the NCBI Train-the-Trainer Prejudice Reduction Workshop is to be held January 19 – 21, 2001. Faculty and staff are welcomed.

Linda Nelson also indicated the policy on amorous relationships may be reviewed by Faculty Affairs even though the policy was approved by the Senate at their last meeting in December.

Adjournment: The meeting adjourned at 4:10 p.m. The next Cultural Diversity meeting is scheduled for Monday, February 12, 2001 in U.L. Room 1024.