Cultural Diversity Committee
Minutes
October 9, 2001
3:05 p.m. - 4:35 p.m.

Present: Christine Gallant, Edi Guyton, Charles Marvin, Lois Mohr, John Peterson, Cora
Presley, Hazel Scott, Sally Wallace, Julia Marks Young

Absent: Kyle Bruner, Doris Derby, Valerie Fennell, Tazar Gissentanner, Linda Nelson, Ron
Squibbs, Maria Valeri-Gold, Molly Weinburgh

Since there was not a quorum, approval of the September minutes will be considered at the
November meeting.

John Peterson opened the meeting with a progress report on the colleges’ drafting of ethnic
minority faculty recruitment and retention guidelines. He thinks it best to concentrate on assisting
colleges to develop their individual guidelines for the recruitment of such faculty, and then to
develop separate retention guidelines. Christine Gallant concurred with this decision.

Last year before the Senate approved the University Policy on ethnic minority faculty, he met with
all of the college and school deans (except the Acting Dean of Education) to discuss their drafting
of these guidelines. The deans who expressed the most reservations about the feasibility of the
University Policy for their colleges were those of Business, Law, and Policy Studies. The College
of Arts and Sciences (COAS) approved their own guidelines for the recruitment of such faculty last
Spring. This year, John met with the Deans Group to discuss their development of individual
recruitment guidelines, and distributed the COAS guidelines to the other deans. The deans
informed John that there were already standing committees in their colleges that could work on
this: in Education, the Professional Education Faculty Diversity Committee; in COAS, the Chairs
Committee; in Business, the Executive Committee; in Law, the Faculty Recruitment Committee; in
Health and Human Sciences, the Faculty Advisory Committee; and in the School of Policy Studies,
the Management Committee. John gave handouts of the figures on the recruitment and retention
of tenure track minority faculty at Georgia State from 1992-1999, and also the average faculty
salaries for 12 major state universities as well as Georgia State to show that we are competitive
with them as we seek ethnic minority faculty.

Discussion followed about the colleges’ development of guidelines. Sally Wallace asked about the
process by which the COAS guidelines were created, and John described it. Edi Guyton noted
that a strong recommendation to all colleges should be to consult with the minority groups affected,
as COAS did.

Sally Wallace and Chuck Marvin stated that the School of Policy Studies and the College of Law
have both tried recruiting strategies that were unsuccessful, and that these attempted strategies
should be regarded as good faith efforts. Sally suggested that we spend time at our December
meeting to talk about successful strategies and specific recruiting anecdotes from her school and
the other colleges, brainstorming ideas to give back to the college committees. Julia Young
suggested that this sort of brainstorming could be one of the main roles of our committee in
assisting the college committees.
Hazel Scott pointed out that retention of these faculty needs to be discussed at some point, for retention is as important as recruitment.

Edi suggested that perhaps departments could recruit from among students at other institutions as well as their own minority graduates through having scholarships available if they would teach here for several years. Chuck added that the Law School has also discussed this possibility.

John informed us that the Provost will request the deans to introduce him to the college committees, and ask that Diversity Committee members act as resource persons on these committees. We need to convince the Provost to make this a top commitment with the deans. At our next Diversity Committee meeting, we should draft the charges to these committees, and see that the charges are conveyed to the college committees from their deans via the Provost.

There being no other business, the meeting was adjourned.