Cultural Diversity Committee
Minutes
November 13, 2001
3:05 p.m. - 4:30 p.m.

Present: Kyle Bruner, Doris Derby, Mustafa Elsawy, Justina Emmanuel, Valerie Fennell, Christine Gallant, Tazar Gissentanner, Edi Guyton, Charles Marvin, Lois Mohr, Linda Nelson, John Peterson, Joe Rau, Maria Valeri-Gold, Sally Wallace, Julia Marks Young; and guest Robert Moore, Associate Dean, Andrew Young School of Policy Studies. Absent: Cora Presley, Hazel Scott, Ron Squibbs, Molly Weinburgh.

Christine Gallant opened the meeting by welcoming our guest, Dr. Robert E. Moore, Associate Dean of the School of Policy Studies. Since there was not a quorum at the October meeting to approve the September minutes, they were considered for approval. John Peterson noted that he had not been recorded as absent; and Edi Guyton corrected her suggestion in the minutes to read “…. departments could also recruit minority graduates from other universities through having scholarships available if they would teach here for several years.” The minutes were approved as corrected. The October minutes were approved as read.

Tazar Gissentanner, Chair of the Subcommittee to Draft the Staff Resolution Rationale, then distributed the rationale for committee discussion. The committee unanimously voted to approve the motion and rationale. Christine explained that the motion would be reviewed next by the Statutes and Bylaws Committee, then the Committee of Chairs of Senate Committees to suggest any further fine-tuning, then the Senate Executive Committee, and then the full Senate for its approval. If approved by the Senate, it will then have to be approved by the Board of Regents since it involves amending the University Statutes.

Christine asked the committee to review her proposed charge to the school and college committees to develop individual unit guidelines for recruiting underrepresented faculty; and the committee unanimously voted to approve this charge.

Next, Christine began the discussion of the draft guidelines of the School of Policy Studies. She related that Sally Wallace had sent them to her at the suggestion of the school’s deans, to recount the school’s past recruiting initiatives and to show that the school is working on guidelines for future recruiting. Christine said that she has already given Sally a preliminary critique of their draft guidelines, and has offered the resources of our committee to assist the school as they draft them further. Robert Moore gave a brief presentation of the school’s past recruiting efforts that were often unsuccessful. He distributed a national study of “Black Representation in Recent Ph.D. Recipients by Fields” showing that the total in Economics from 1997-1999 only numbered between 12-21; and said that this very small pool explained in large part the difficulty that their school had in such recruitment, although it had been successful in recruiting two Black faculty members during that time. He pointed to the review in the Draft Guidelines of the school’s efforts over those same years to illustrate that although the school had made many efforts to attract black candidates, the candidates often had elected to go to other Universities.

Committee discussion of the Draft Guidelines followed. John Peterson asked how the school’s draft guidelines provided specific techniques for future recruiting. Robert replied that it was a collection of current practices, and that they wanted the document as a reminder of what had been done to recruit minority faculty. Linda Nelson suggested that the school could add such recruiting techniques to the points in the present draft, and that there are indirect ways of recruiting diverse faculty, such as increasing the number of diverse students and networking with HBCUs.

John said that the school/college guidelines should recommend actions to be taken by departments to recruit
diverse faculty. Sally replied that the school wants to recruit faculty in part through giving them the school’s vision of diversity. Discussion centered around the desirable length of school/college guidelines. John held that brevity of guidelines was best. Christine reminded the committee that the Deans Group had originally voted against the Comprehensive Plan of her 1999 Task Force because they believed that individual college guidelines were best; and that the School of Policy Studies should be free to develop the guidelines they wished as long as they included future recruiting techniques.

Doris Derby and John both commented separately that the school needs native-born African American faculty, not only the foreign-born which the school has recruited through its international programs. Christine reminded the committee that the definition of minorities in the University Policy specifies that they include the foreign-born as well as the native-born, and permanent residents as well as citizens, as federal law requires.

Joe Rau commented that the school’s document read like an accreditation report rather than recruiting guidelines, for it consists of case-studies of what has already been done. Edi Guyton added that the school might revise their draft so that guidelines come out of all their examples of past initiatives, with a qualitative analysis at the end beginning “therefore…” Julia Young said that the draft included too many negative examples and needed to be summarized.

Robert said that the school thinks that its international dimension of diversity is as important as national diversity in terms of recruiting. John replied that the student body here who are African American are primarily native-born, and that perhaps the school will have to work twice as hard to gain native-born diverse faculty but that’s where our student body lies. Linda suggested that the school might get their students’ reaction to this document as they did earlier.

At this point those still in attendance realized the late hour and wearily adjourned.