Cultural Diversity Committee
Minutes.
September 25, 2001
3:10 p.m.- 4:15 p.m.

Present: Kyle Bruner, Doris Derby, Valerie Fennell, Christine Gallant, Lois Mohr,
Linda Nelson, Cora Presley, Hazel Scott, Maria Valeri-Gold, Julia Marks Young.

Absent: Randy DeKler, Tazar Gissentanner, Edi Guyton, Charles Marvin, John Peterson, Ron
Squibbs, Sally Wallace, Molly Weinburgh.

The minutes were approved as read.

Old Business

Christine Gallant proposed a substitution for the April resolution that Staff Council representatives
be given Senate membership. This amendment would specify the number of representatives, and
remove any mention of the Cultural Diversity Committee in the justification. Maria Valeri-Gold
moved that the amendment be accepted. Julia Young suggested that the amended resolution
begin with the added phrase, “since the University Senate considers a wide range of University
policies which often affect staff,” so that the proposed substitution would read: “Since the University
Senate considers a wide range of University policies which often affect staff, and since Staff
Advisory Council representatives now serve on Senate committees with committee voting rights but
none of these rights in the Senate, therefore the Cultural Diversity Committee seeks Senate
membership for ten (10) Staff Advisory Council representatives to the Senate.” The committee
unanimously voted to approve the substitution of this amendment for the original one.

New Business

Gallant appointed Staff Council representatives Kyle Bruner and Tazar Gissentanner, with a faculty
member yet to be appointed, to a subcommittee to draft the rationale for this resolution. She asked
that the rationale be ready for consideration by the full committee by the November meeting.

In regards to this resolution, Staff Council had surveyed all campus staff to see if they preferred a
Staff Senate that would be separate from the University Senate or membership in the University
Senate. The campus staff unanimously preferred University Senate membership. At their
September meeting, Staff Council voted to seek Senate membership rather than forming a
separate Staff Senate. President Patton and the Provost had indicated their support for Staff
membership in the University Senate to Staff Council President Leslie Williams.

Executive Committee Chair John DeCastro had recommended that all Senate committees have a
mechanism in place so that committees could be able to vote quickly on issues if necessary.
Gallant suggested that our committee decide whether in such a situation we would e-mail everyone
with a 48-hour reply deadline, or elect a smaller committee to make decisions. No-one wanted a
smaller committee. Cora Presley proposed that the reply deadline be 72 hours, and that we make it
clear to those requesting such a swift reply that this was only for rare situations. A vote was taken,
and the committee unanimously voted in favor of e-mailing with a 72-hour deadline and the
Gallant gave an update of committee activities during August-September. At its September meeting, the Committee of Chairs again discussed the issue of Staff membership in the Senate, and took a formal vote. Eleven supported it, three opposed it, and none abstained. They also considered whether the ratio of senators for departmental faculty members should be changed from the present one senator for ten faculty. They voted unanimously to keep the present ratio.

**General issues facing the Senate during 2001-2002**

- The School of Policy Studies will be reviewed this year by the Senate Executive Committee to decide whether it should be a separate college or a school within an existing college. This review was mandated in 1995 when the Senate first approved the formation of the School. Part of that mandate specified that in 1996 an ad hoc Senate committee would create the review criteria; however, this was not done. Therefore, this year’s review committee is setting up such criteria, in part by using the 1995 Strategic Plan’s justification for the formation of a school of policy studies. This review committee is comprised of the Executive Committee (elected senators from all colleges, the President and the Provost), three senators that have been recommended by the School of Policy Studies, and a person external to the University. The review should be completed by Spring 2002.

- Possible changes in Senate membership will be considered: whether other groups should be represented such as staff and non-tenure track faculty, and whether the ratio of faculty representation should be changed. DeCastro wants to consider this holistically.

- DeCastro proposed changing the Senate calendar with elections of senators in late Spring term so the new Senate would begin the following Fall. An additional October meeting would be added so that there would be two meetings in the fall and two in the spring.

- Another issue will be the committee structure, assuring that all Senate committees have 75% faculty.

Gallant informed our committee of the findings of the Enrollment Management subcommittee of Admissions and Standards. Admission standards have gone up in the last three years, and so have the percentages of minority students. In our entering freshman-sophomore class, no one ethnic group represents 50% or more of the students.

The report by Pauline Clance on the Advancement of Women was briefly mentioned. John Peterson will cover his report on the recruitment and retention of underrepresented faculty at the next meeting. Linda Nelson said that she had recently met with Dean Roy Bahl and an Associate Dean from his School in regard to recruitment of such faculty to help meet accrediting requirements, and that this could be incorporated into his School’s guidelines.

Gallant stated that she considered the main goal of this committee during 2001-2002 would be to see that all colleges and schools had their guidelines for such recruitment and retention well underway or in place by this Spring. The College of Arts and Sciences approved theirs last year. She will ask the other Deans to request chairs to appoint members of an ad hoc college committee to draft guidelines, with a Diversity Committee member from that college or school on the committee as a liaison. She reminded the committee that the Senate Calendar provides that the
Provost report to various Senate committees on the progress of such guidelines this Spring.

The meeting was adjourned.