Cultural Diversity Committee
Minutes
December 10, 2002
3:05pm - 4:10 pm
Present: Doris Derby, Barbara Etzel, Paula Eubanks, Charles Gallagher, Christine Gallant, LaLoria Konata, Chuck Marvin, Lois Mohr, Joe Rau, Hazel Scott, Debra Snell, Susan Talburt, Maria Valeri-Gold, Tracy Van Voris, Leslie Williams.
Absent: Carol Carver, Barry Chung, Valerie Fennell, Tazar Gissentanner, Steve Harmon, Linda Nelson, John Peterson, Cora Presley, Steve Rapp, Fernando Reati, Tim Renick, Mary Ann Romski, Kimberly Smith, Sally Wallace, Susan Walcott.

The November minutes were approved as read.

Joe Rau said that the Recruiting and Retention Guidelines of his College of Health and Human Sciences have been read by the college and voted on at their last college meeting, which he was unable to attend. He assumed that they passed, and would be in contact with John Peterson about this.

Christine Gallant distributed materials left by our speaker last time, Robert Hill. As she had notified the committee before the meeting, the committee discussion last time led her to believe that it was too great a job for our committee to prepare and distribute the questionnaire and then analyze the data gathered. She intended to ask the Provost to appoint a Task Force that would conduct the survey and analyze the data gathered, and then give a report to our committee for us to use as the basis for our recommendations, if any, and a final report to the Senate. Members agreed that this was not a job for a Senate committee. Christine added that she would like members from relevant fields to serve as liaisons between our committee and the Task Force, and asked Susan Talburt if she would be willing to serve. Susan said that she would. The following discussion centered on the Task Force proposal that Christine had prepared to bring to her appointment with the Provost. Members recommended that she open with a reference to the mission statement in the University Strategic Plan 2000, and accent that such a climate survey would be pro-active in helping to prevent any possible incidents.

The rest of the meeting was spent on discussion of the Subcommittee proposal given to the committee by its Chair, Chip Gallagher. The committee recommended that our Bylaws committee description open with a mission statement that includes our definition of “diversity,” to be followed by the committee duties. Chip suggested that the definition should include veterans since they are included in the protected groups of the Affirmative Action Policy. Discussion followed of a possible mission statement, and of the proposed duties. Committee members suggested that the duties relating to the recruiting guidelines for minority faculty and for assisting the two Senior Faculty Associates should be broader to allow for future expanding. Christine said that she would send a draft of the committee revisions to members prior to our January 14 meeting.

The meeting was adjourned at 4:10 pm.