Cultural Diversity Committee
Minutes
September 17, 2002
2:00 - 2:55pm

Present: Barry Chung, Barbara Etzel, Chip Gallagher, Christine Gallant, Tazar Gissentanner, Charles Marvin, Lois Mohr, Cora Presley, Steve Rapp, Tim Renick, Susan Talburt, Maria Valeri-Gold, Tracy Van Voris, Leslie Williams, Carol Carver, Kim Smith, Julia Marks Young

Absent: Doris Derby, Paula Eubanks, Valerie Fennell, Steve Harmon, Gayle Nelson, Linda Nelson, John Peterson, Joe Rau, Fernando Reati, Mary Ann Romski, Hazel Scott, Debra Snell, Sally Wallace, Susan Walcott

The August minutes were approved as read.

Susan Talburt stated that, as a member of the Statutes and Bylaws Committee, she wished to say that there was more support for our motion favoring staff membership in the Senate than suggested by the official memo to our committee from the Chair of Statutes and Bylaws; and she wished this reflected in our minutes.

Christine Gallant asked for committee discussion of her proposal at the last meeting that the definition of diversity be extended from racial minorities to sexual minorities. All agreed that gender and age should be included in the definition. She asked if the committee members supported her proposal to include diversity based on sexual orientation, adding that as a longtime senator she had seen several instances of ugliness in discussions of the full Senate relating to this issue and perhaps some members would not wish to be involved in this. In a straw vote, members present agreed to support a definition of “diversity” that included sexual orientation.

Chip Gallagher added that it would be to the committee’s benefit to review campus climate surveys from other leading research universities. Cora Presley added that she agreed with the expansion of the definition of diversity, but was concerned that the committee not become so dispersed in its efforts so that it overlooked its original concerns with racial/ethnic diversity.

Gallant thanked those who volunteered for the Subcommittee on Committee Restructuring: Chip Gallagher, Chuck Marvin, Linda Nelson, John Peterson (as resource person for duties relating to his position as Senior Faculty Associate for Underrepresented Faculty), Cora Presley, Joe Rau, Maria Valeri-Gold, Sally Wallace, and Leslie Williams; and distributed a meeting-grid for its organizational meeting.

She next distributed statistical data she had received from the Committee of Chairs regarding the retention percentages for minority and majority faculty who had been hired from 1991-2001. The percentages for minority faculty were lower than those for majority faculty, and showed the continuing need for retention guidelines. She said that the 1999 Comprehensive Plan of the Task Force for Recruitment and Retention of Ethnic Minority Faculty included retention recommendations that might be included in our future consideration of such guidelines; and distributed copies of the Plan. Its section, “History,” showed that funding as a retention effort had proved insufficient; and the 2001 faculty retention figures show that such efforts are still needed.

John Peterson was unavoidably absent from the meeting. Gallant read an email from him indicating that the College of Business was very near the approval of their recruiting guidelines. She reported that he had said that it would be very helpful for him if our committee could brainstorm for retention recommendations, aside
from mentoring, that are not in the 1999 Comprehensive Plan or the 2001 University Policy.

There being no other business, the committee adjourned at 2:55 pm.