Cultural Diversity Committee
Minutes: February 11, 2003

Present: Barry Chung, Doris Derby, Chip Gallagher, Christine Gallant, LaLoria Konata, Charles Marvin, Lois Mohr, Cora Presley, Tim Renick, Hazel Scott, Maria Valeri-Gold, Leslie Williams.
Absent: Carol Carver, Marion Etzel, Paula Eubanks, Valerie Fennell, Tazar Gissentanner, Steve Harmon, Linda Nelson, John Peterson, Steve Rapp, Joe Rau, Fernando Reati, MaryAnn Romski, Kimberly Smith, Debra Snell, Susan Talburt, Tracy Van Voris, Susan Walcott, Sally Wallace.

The December minutes were approved as read.

Christine Gallant reported on the Campus Climate Survey. Ron Henry had said that he wanted to check with the Executive Committee before appointing the Task Force. Chair John DeCastro thinks it best for our committee to appoint an ad hoc subcommittee that would remain within the parameters of the Senate rather than an independent Task Force. Members would not have to be committee members. So on 2/10 Christine contacted the ten members who had agreed to serve and appointed them to this subcommittee, with Susan Talburt as its chair. Susan will be making regular, brief updates to us. Their final report will be due to us in December 2003.

Christine stated that when she got the administrative evaluation forms like all other senators, she checked to see if recommendation #7 of the University Report on Recruitment and Retention of Ethnic Minority Faculty Minority Faculty had been implemented yet. It had not. This called for a question on all administrative evaluation forms about efforts of the administrator to recruit and retain minority faculty. John Marshall agreed with her that since the Policy had been approved by the Senate in 2001, all of its recommendations had also been approved and should be implemented immediately. So Christine had decided to have our committee vote on a motion proposing the wording of such questions and send it on to the Executive Committee for its Feb. 13 meeting. John Peterson supported her fully in this decision. Discussion followed. The committee approved the motion unanimously without absentions.

Christine asked all faculty committee members to send her and John Peterson the numbers of the minority faculty (by minority) in their colleges as of Fall 2002, in preparation for work on the individual college retention guidelines for such faculty.

The committee next began discussion of the retention guidelines, primarily discussing the overall need for such guidelines and the possibility of a minority faculty mentoring program here. Christine noted that she and John Peterson had both discovered that there are very few formal minority faculty mentoring programs nationally to serve us as guides, and had only found five that she had summarized for committee consideration. Discussion followed. It was suggested that there be released time for the mentee as well as the mentors. Hazel Scott suggested that mentors should not be assigned and that similarity of research interests might be considered. Cora Presley suggested also that cross institutional mentoring might be considered, since the faculty member may face sensitive situations in the home institution. She also suggested that that our committee might sponsor a meeting of junior minority faculty to find out if they want such a program, or if it would seem like a burden. The committee asked Christine to send them the specific mentoring programs she had on disk, which she said she would do.

The meeting adjourned at 4.