The meeting began at 3:05 p.m., and the committee voted to approve the minutes as read.

Christine Gallant gave an update on the February 11 motion for the specific questions on recruiting and retaining minority faculty to be added to all administrative evaluations. The Executive Committee unanimously endorsed the motion and sent it to the Faculty Affairs Committee with the directive to implement it immediately. She also reported that the guidelines for recruiting tenure-track minority faculty in the College of Education will be presented the May 1 faculty meeting for their approval, which will mean that all the colleges have approved their recruiting guidelines.

Subcommittee Report
Susan Talburt reported that her subcommittee will meet on March 17 for the first time.

Motion on Amendment of Committee Membership
The motion to amend the committee membership as described in the Senate Bylaws, Article VI, Section 16 was moved and seconded. There would be the two Senior Faculty Associates, the Vice President of Student Services, the Director of African American Student Services, the Director of the Affirmative Action Office, a representative from the Office of International Student Services, two students who are members of the Senate, one staff senator, 12 faculty, and the Ombudsperson as a non-voting member. Christine noted that she was suggesting this last change because the Ombudsperson has always abstained from voting because of office. She had discussed this with Valerie Fennell, the Ombudsperson, and Valerie asked to remain on the committee. Christine pointed out that our amended number of 21 members would be in line with the majority of the other Senate committees. Discussion followed.

The committee agreed that since the genesis of the committee was due to the students, two places should be reserved for them rather than the usual one place of the other committees. Leslie Williams questioned giving up the three Staff Advisory Committee places for the one staff senator place. Christine asked if the committee would prefer to have two staff senator places, and Leslie replied that if there were two students there should be two staff senators. Christine said that she supported that because one of the committee duties relates to staff; and we initiated the proposal for staff membership in the Senate, and have always been concerned with staff issues. Leslie moved to amend the motion to allow two staff senators, and LaLoria Konata seconded it. The committee unanimously approved the amendment without abstentions, and then voted to approve the amended motion without abstentions.

Affirmative Action Plan
Christine handed out tables giving the number of minority faculty in the different academic fields taken from the 2003 Affirmative Action Plan, explaining that the Plans cover the entire campus work-force and are sent to key administrative figures. She cautioned that the data tables group together non tenure-track and tenure-track faculty; and thanked Lois Mohr.
and Joe Rau for providing her with the numbers of tenure-track minority faculty in their colleges. She commented that according to the Affirmative Action Plan, the College of Business needed to increase the number of its Black faculty while the Humanities departments in the College of Arts and Sciences needed to increase the number of its Asian faculty. Christine also noted that Linda Nelson would be sending us the data for the tenure-track minority faculty by college soon, and would be presenting her annual report to our committee at our April meeting. Chip Gallagher asked that the report include data on white tenure-track faculty, and said that he would devise a template for her report and send it to Christine to be forwarded to Linda.

Draft Pilot Mentoring Program for Minority Faculty
The committee discussed a draft of our Pilot Mentoring Program for minority faculty. Christine reported that she and John Peterson found few national formal programs of this type that could serve as models in their research; and she had drafted a plan for a possible mentoring program with its sections taken from the five reports they found. She asked for committee comments about this draft mentoring program. Paula Eubanks stated that rewards for the mentors are important, and Debra suggested that course releases could be given to them for mentoring. Christine said that this program is intended as a pilot program that would later be extended to a mentoring program for all faculty. This pilot would help to work out potential problems for, as John Peterson has pointed out, since there are few formal minority faculty mentoring programs there is insufficient data on failures as well as successes.

The meeting was adjourned at 3:45.