Cultural Diversity Committee
Minutes
September 8, 2003
12-1:05 p.m.

Present: Barry Chung, Valerie Fennell, Chip Gallagher, Christine Gallant, LaLoria Konata, Lois Mohr, John Peterson, Cora Presley, Hazel Scott, Susan Talburt, Leslie Williams.
Absent: Jeffrey Benson, Kyle Bruner, Doris Derby, Geoff Haydon, Marissa Johnson, Charles Marvin, Linda Nelson, Joe Rau, Fernando Reati, Sally Wallace.

The August minutes were read, and Barry Chung corrected the name of the agency requesting our study of disability access from the Counseling Center to the Department of Counseling and Psychological Services. The minutes were approved as corrected.

Most of the meeting was spent discussing specifics of how we might implement our newly created committee duties in our committee charge and who to contact as possible liaisons.

Christine Gallant suggested that we still need a representative from the International Programs Office to advise us on discrimination based on national origin and possibly religion; and Doris Derby added that its Director is Doug Podoll. Cora Presley agreed to ask him for a committee representative.

In discussing the annual Spring report by the Affirmative Action Office, the committee decided that we would like to review a separate report in the Fall on what Linda Nelson considers the problem areas so that our committee might work on them during the year.

Christine noted that last year she had served on the Enrollment Management Committee in order to monitor the continuing student diversity, and Cora said that we should also have a representative member this year. Chip Gallagher volunteered to serve as such a member.

In discussing the need for diversity in recruiting and retaining staff at all levels, Leslie Williams said that she would bring this up with the Staff Advisory Council as a possible issue for their consideration, and would involve us as necessary.

John Peterson said that there was a need for our committee to review the present college guidelines for recruitment and retention of underrepresented faculty because some colleges are not as far along on this as others. Some have combined guidelines, and others only have recruiting guidelines so far. He added that the proposed Pilot Mentoring Program that we reviewed last year, which is considered a retention strategy for underrepresented faculty, is still under consideration by the various deans.

There was considerable discussion of the Provost’s efforts to fill the position of the Senior Faculty Associate for the Advancement of Women that was left vacant when Pauline Clance retired. John reported that two faculty women had been approached but had declined, saying that they thought there is no need for such a position. The committee strongly disagreed, pointing out that at present there is a dearth of female Full Professors, and that the position also covered the advancement of staff women into mid- and upper-level management. Cora asked if the Provost would like our committee to prepare a list of interested applicants for his consideration, and John said that he would inquire.

Cora suggested that we propose to the Statutes and Bylaws Committee that our committee membership in the Bylaws be amended to read: “… AT LEAST twelve faculty members,” in light of the difficulties surrounding
her proposed addition to our committee at the August 21 Senate meeting. This would allow more than twelve faculty members to serve if needed. The committee unanimously approved this.

Cora reported for the Disabled Access Subcommittee, saying that she, Barry Chung, and Kathy Brack had made an appointment with the Director of the Disabilities Services to discuss possible problems the disabled might have in accessing campus buildings.

Hazel Scott, appointed Chair of the African American Male Initiative (hereafter in future minutes known as AAMI) Committee by the Provost, briefly informed the committee about this University System-wide initiative by the Board of Regents to increase the numbers of African American males who enter and graduate from college. She said that the first meeting would be soon. She reported that our committee liaisons were Kyle Bruner, Doris Derby, Chip Gallagher, Christine Gallant, and John Peterson.

Susan Talburt said that there was nothing new to report on the Campus Attitude Survey Subcommittee since their next meeting was the following week.

The meeting adjourned at 1:05.