Cultural Diversity Committee Meeting
Minutes
11/28/05
2:00 PM – 3:00 PM

Attendees—Julie Ancis, Brant Barber, Tineke Battle, Doris Derby, Pam Hackbart-Dean, Susan Easterbrooks, Mary Finn, Sally Fowler, Christine Gallant, Olga Jarrett, Chuck Marvin, Linda Nelson, Cora Presley, and John Peterson.

Absent—Perry Binder, Elisabeth Burgess, Paul Ferraro, Elizabeth Firestone, Kwane Lawson, Marcia Pearl, Alan Raines.

Minutes from the October meeting were approved, as amended.

Minutes from the October meeting of the Committee were approved

Campus Climate Survey
Julie Ancis reported on the campus climate survey. There was a time delay in analyzing the raw data from the Office of Institutional Research (OIR) because the staff assigned by OIR refused to release the SPSS Datafile, despite the numerous e-mail exchanges Julie Ancis and Christine Gallant sent to OIR requesting that the SPSS Datafile be released to the Committee. Cora Presley met with the head of OIR and briefed her on the history of the problems our committee experienced with its staff. As a result, OIR agreed to release the SPSS Datafile from the survey. Julie reported that:
- 4,996 students were surveyed;
- The response rate was low (20%).

A question was raised regarding timeline for survey completion. Julie said that the quantitative analysis is complete; and the qualitative analysis will be part of the final report.

John Peterson said we all need to endorse the report and it should be conveyed to the University that it needs to generate better survey-samples with appropriate resources for data accuracy.

The Committee discussed the probable causes for the low response rate to the survey. Brant Barber, the student appointee to the committee, commented that GSU administers too many student surveys and students are burned out with too many surveys. The University needs data, and gives surveys, but most students do not respond. Brant Barber mentioned that the preliminary data reported by Dr. Ancis looks close to what students feel, looks credible, and is consistent with his prior knowledge of the situation.

Cora said the survey has been completed and by June, a report will be ready for Senate consideration.

Christine Gallant pointed out that the initial justification for the survey came from the African American Male Initiative (AAMI) that the University was required to undertake by the Board of Regents, and that the survey thus was mandated by the Regents. Cora reminded the committee that the Board of Regents had given the University a grant of $28,000 (to be used in conjunction with Atlanta Metropolitan College) for the AAMI.

Following further discussion about the status of the campus’ AAMI, it was decided that the chair would meet with Hazel Scott to discuss the outcomes and the status of the University’s efforts to increase the recruitment and retention of African American males.

Cora reported that the LGBT survey recommendations have been sent to the Senate Executive Committee. They will be discussed at their next meeting and forwarded to the Faculty Affairs Committee.

The Affirmative Action Office presented its annual report to the Cultural Diversity Committee. According to Cameta Plitkins, the work force faculty of Asians has decreased by 1%. There has been an increase in the number of women in upper administration since the last reporting period. Currently, there are more female faculty than male faculty at the University. However, a higher percentage of the female faculty are non-tenure track.

Georgia State University has a growing disparity between its numbers of majority faculty and underrepresented faculty. After a general discussion of the issues which are barriers to hiring more minority faculty, it was decided to continue the consideration of the Affirmative Action report at the next meeting of the committee.

It was agreed that the remaining issues will be discussed at the next meeting.

The meeting was adjoined at 3:00.
Meeting notes: Devolina De