Minutes
Senate Cultural Diversity Committee
Minutes May 2, 2005

Present:  Hazel Scott, Mary Finn, John Peterson, Doris Derby, Doug Podoll, Sally Fowler, MaryAnne Gaunt, Cora Presley, Perry Binder, Julie Ancis, Paul Ferraro, Pamela Hackbart-Dean, Elizabeth Firestone, Christine Gallant, Elisabeth Burgess, Peggy Albers, Susan Easterbrooks, Alan Raines,

Absent:  Kwame Lawson, Deborah Najee-Ullah, Charles Marvin

Minutes from the April 13, 2005 were amended and approved. Cora Presley was elected to serve as chair of the committee for the 2005-2006 academic year. The committee reviewed the charge of the committee and discussed the achievements for each subcommittee during the current academic year. Cora Presley noted that the committee has some major tasks for the next year. Among these are the Cultural Climate Survey, the African American Male Initiative, the Diversity Course Requirement, Disability Access to WEBCT, and the Summit on Diversity, a meeting of all administrative and academic heads of units that have diversity responsibilities. The chairs of each subcommittee were asked to briefly outline the work of the subcommittees.

The committee discussed the recommendations on the report for the LGBT Campus Climate Survey. The committee voted to endorse the recommendations. However, it was noted that some of the recommendations address services that already exist on the campus. Cora Presley asked that committee members send to her information on current services for LGBT individuals on campus.

The committee received a report from the subcommittee on racial discrimination in student disciplinary hearings. The subcommittee reported that the data indicate that there is no discrimination based on race in the discipline students receive for infractions of the student code.

Christine Gallant reported that the Cultural Climate survey form has been completed and sent to Institutional Research. The survey will be administered in September 2005. The subcommittee expects to have a preliminary report on the findings in December 2005.

The meeting was adjoined at 11:30.

Description and charge of the Cultural Diversity Committee

The Committee on Cultural Diversity shall be composed of the Vice President for Student Services; the Senior Faculty Associate for the Advancement of Women; the Senior Faculty Associate for Underrepresented Faculty; the Director of African American Student Services; the Director of the Office of Affirmative Action; a representative from the Office of International Student Services; two students who are members of the Senate; two staff senators; twelve faculty members one from each of the colleges, the William Russell Pullen Library, and the Counseling Center, with the remainder elected at large; and the Ombudsperson as a non-voting member.

The purpose of this committee shall be to advise and make recommendations to the University Senate on any matters concerning cultural diversity. The duties of this committee shall include: advocating equal treatment for the groups identified under the University Discriminatory Harassment Policy, which include race, gender, sexual orientation, age, disability, national origin, and religion, and recommending ways in which the campus climate might be made more supportive of diversity; reviewing the annual
report by the Affirmative Action Office on faculty, student, and staff diversity, and providing an annual Cultural Diversity Report on campus progress and areas of concern to the Senate at the Spring meeting as well as to the Senate Executive Committee for referral to the appropriate standing committee(s); supporting the continued diversity of incoming students and their retention by assisting the appropriate bodies; assuring diversity in the recruitment and retention of staff at all levels; disseminating information to the colleges as needed to implement their guidelines for recruiting and retaining underrepresented faculty; advising the Senior Faculty Associate for Underrepresented Faculty on strategies for recruiting and retaining underrepresented faculty, and advising the Senior Faculty Associate for Women as needed; reviewing and recommending changes in the University Harassment Policy and its implementation; and participating in the development, review, and recommendation of changes in University policies supporting equal treatment for the groups identified above.

The committee shall elect a chair within ten (10) working days after the establishment of a new committee.