Cultural Diversity Committee
Minutes for January 14, 2009
10:05 a.m.–11:00 a.m.

Present, Cultural Diversity Committee: Peggy Albers, Julie Ancis, Douglass Covey, Doris Derby, Susan Easterbrooks, Florian Enescu, Christine Gallant, Mary Anne Gaunt, Heather Housley, Olga Jarrett, Cora Presley, Kenee Stephens.


Absent, Disability Initiatives Committee: Jennifer Chiovaro, Sandra Owen, MaryAnn Wysor.

Guest: Kaetrena Davis-Kendrick.

Christine Gallant first welcomed the members of the Disability Initiatives Committee at this joint meeting of the two committees to discuss the possible issues, which the University Policy on Accommodating the Disabled should address.

There was a motion to approve the minutes from the meeting held on November 12, 2008, with the correction that the motion to add the statement on disabilities to faculty syllabi was approved, but not unanimously. The minutes were approved as corrected.

Doris Derby reported that the AAMI Pilot Program grant proposal to the Regents was submitted in November to Douglass Covey, Vice President of Student Affairs. He stated that he expected it to be substantially funded, although perhaps not in the amount that was originally proposed. Doris also noted that the Board of Regents AAMI program was funded $500,000 by the Lumina Foundation for two more years and that details for the proposal grant funding guidelines will soon follow. The BANNER program will be utilized to identify the students. The percentage of African American male undergraduates at Georgia State University number about 8000 students.

Susan Easterbrooks reported that the DIC had met to decide which of the possible funding projects for ADA–projects to
recommend according to the new DIC Allocations Priorities Policy, and that the final MRRF-Facilities allocations had followed the DIC recommendations, and made them top-ranked priorities. $500,000 has been allocated this year for ADA-repairs and renovations.

Peggy Albers, chair of the Senate Faculty Affairs Committee, briefly discussed the Executive Summary of the Survey of 2007–2008 Salaries of GSU Faculty and Administration Women that shows a significant inequity compared to the salaries of male faculty and administration. The male faculty salaries are consistently higher. The complete 35-page survey can best be accessed by going to the GSU Website and typing in “Women Salaries” under “Search.” The Cultural Diversity Committee will work with Faculty Affairs to explore the implications of this survey and how to correct the inequity.

Christine began discussion of suggestions by members on both committees for issues that the proposed University Policy on Accommodating the Disabled should address. She had distributed a list of her own proposed issues earlier, and gave the committee lists given her by Doris Derby and Susan Easterbrooks. Wendy Hensel also discussed her own proposed list, and gave it to Christine.

The committees discussed the proposed issues at length. Susan Easterbrooks and Marty Waterfill, a Facilities engineer, told the committee of the many times when contractors had been hired to the campus more ADA-compliant, but their renovations had not followed the specifications of the ADA Guidelines, necessitating that the work be done again at considerable expense to GSU. Wendy, an Associate professor of Law, expressed surprise that the provision was not built into contracts that if ADA-violations were found later in the renovations then the contractor would have to correct them.

Christine noted that she had wondered whether the policy should assure that University Library was in ADA-compliance, particularly the new temporary storage units. She had checked with a tape measure, and there appeared to be areas of non-compliance. Kaetrena Davis-Kendrick, a representative from the Library, explained that the library had hired her several months ago as the “disability specialist” whose job was to assist those with disabilities in retrieving books, periodicals, and other items they are unable to access.

Christine said that she would compile final lists of policy issues and staffing issues from the four submitted to the committee, and then would ask the two combined committees to rank them in priority. This would be the primary business of the February 13 meeting, for she wanted to get the prioritized list to Paul Alberto, Chair of the Senate Executive
Committee, as soon as was possible so that the Executive Committee could convene the special committee on the policy.

The meeting was adjourned at 11:00 a.m.

Note: After the meeting, Susan Easterbrooks, chair of the DIC, and Christine decided that since the two committees seemed to agree on issues and priorities, it would be best to have an immediate electronic vote prioritizing the final lists in the interests of time. Christine sent out the final compiled list on January 15, with a response deadline of January 20 at noon.

Minutes Submitted by:

Eva Hill