Cultural Diversity Committee
Minutes for February 13, 2009
11:05 am – 11:55 am.


Absent: Peggy Albers, Shannon Cartledge, Douglass Covey, Valerie Fennell, Heather Housley, Robin Huff, Terkquyose Kennebrew, Gabe Kaperminc, Kathryn McClymond, Alaycia Reid, William Robinson, Kenee Stephens, Leslie Taylor, Gordon Vernick,

The January minutes were read and corrected by Doris Derby, who changed the last sentence in paragraph 3 to read: “African-American male undergraduates at Georgia State University number about 8000.” The minutes then were approved as corrected.

The committee then spent the rest of the meeting discussing the “Advancement of Women Survey of the Comparative Salary Status of Female Faculty/Administration at GSU, 2007-2008,” led by Denise Donnelly, the SFA-Advancement of Women.

The University history on these issues was discussed. Gender inequity in salary and promotions to Full Professor have been an issue since the late 1980’s, though nothing has been done to correct them. Denise noted that across all fields, women remain associate professors longer than men, while men tend to be promoted more quickly to the rank of Full Professor; and added that it would be wise to review the previous initiatives before proposing new ones. The Advancement of Women office under its first Senior Faculty Associate (SFA), Pauline Clance, developed a mentoring program to address these issues but funding did not continue beyond the first few years.

The weaknesses of the survey were discussed next. There was no data on women who had waited until they were tenured to begin families and child-rearing; nor was there any data on men who might have done this. This factor would affect professional production, and thus salary and promotion. There also was the factor of the salary disparities between departments and colleges. The professional schools generally have higher faculty salaries.

Denise suggested that she wanted her office to form a subcommittee to reanalyze the data before planning how to move ahead, taking into account the factors and variables we had discussed. The data shows though that female Associate Professors stay longer at rank than male Associate Professors. Doris asked her if the data showed any racial discrimination, and Denise said no original findings were made. The first step would be to review the original materials to see if any old information can be brought forward and re-examined with racial issues as a subcategory. Cora Presley, SFA-Underrepresented Faculty, volunteered her office to work on this initiative. Annette Butler stated that she has information in OOD/DEP that could also assist.

Volunteers were requested for this subcommittee, that would meet once a month. Denise Donnelly chairs it. Julie Ancis and Olga Jarrett agreed to participate. Christine will email the full committee
to ask for a third volunteer.

Doris Derby informed us that the funding for the Pilot African American Male Student and Faculty Mentoring Program was approved by Douglass Covey, and two students have been hired to help run it. One hundred and five African American male juniors have been sent a letter informing them of the program and asking them to participate. The number of respondents has not been determined yet.

The meeting was adjourned at 11:55 AM.

Minutes Submitted by:
Eva Hill