Cultural Diversity Committee
Minutes for February 11, 2010
2:00 pm – 3:30 pm.

Present: Julie Ancis, Eric Blacknall, Cathy Brack, Doris Derby, Susan Easterbrooks,
Christine Gallant, Beth Gyllys, Leslie Madden, Cora Presley, Mike Roach, Tanya Washington.

Absent: Peggy Albers, Elisabeth Burgess, Annette Butler, Douglass Covey, James Dutton, Valerie
Fennell, Mary Anne Gaunt, Shif Gurmu, Heather Housley, Gabe Kuperminc, William Robinson,
Kenee Stephens, Tai Wang.

Guest: Ellen Posey from the Office of Institutional Effectiveness.

There were not enough members present to form a quorum.

Christine announced that Linda Nelson had invited her, Cora Presley, Elizabeth Beck, and Tanya
Washington to serve on the Division Strategic Planning Committee chaired by Linda, to work on
the Diversity White Paper (DWP) which would incorporate our committee’s FDWP. She discussed
the “steps in strategic planning” for the 2010-2015 Strategic Plan that Provost Palm had distributed
at the 30/10/09 meeting of the Planning and Development Committee. Risa Palm has solicited our
Faculty Diversity White Paper (FDWP), and also asked that it be incorporated into the larger DWP
that is being prepared by Linda Nelson’s Task Force. Christine is serving on that Task Force from
our committee, along with Cora Presley and Tanya Washington. That DWP will be due near mid-
May.

In addition, Paul Alberto has asked Susan Easterbrooks to prepare a Disabilities White Paper,
along with the subcommittee she chairs, the Disabilities Initiatives Committee. She updated our
committee on that White Paper, which will have focus groups facilitated by DIC members. It
probably will center on the need for GSU to become more ADA-compliant.

There followed a long discussion in which committee members critiqued the first draft of the FDWP
that Christine had prepared, based on an updated version of the 2001 University Report on the
Recruiting and Retaining of Tenure-Track Ethnic Minority Faculty and data supplied to her by Ellen
Posey of the OIR. Ellen was present to answer any questions about the data. Christine especially
welcomed her as one of the original committee members when it was formed in 1993.

One of the committee suggestions was to hold focus groups for tenure-track faculty to see what
brought them here and what kept them here. Annette Butler of ODDEP suggested that this could
be done through her office.

At 3 pm the Senate Budget Committee claimed the room, and the committee repaired to a nearby
classroom for another half hour of critiquing. Christine said that she would make all of the revisions
suggested. (NOTE: Two additional meetings were held on March 18 and 19 to discuss further
drafts that incorporated newly available data on new student demographics, faculty retention, and
numbers of Full Professors of color.)

The meeting was adjourned at 3:30 pm.