Cultural Diversity Committee
Minutes for January 20, 2011
3:00-3:40 p.m.

*Present:* Julie Ancis, Eric Blacknall, Douglass Covey, Annette Butler, Susan Easterbrooks, Christine Gallant, MaryAnne Gaunt, Joel Glogowski, Beth Gyllys, Gabe Kuperminc, Layli Maparyan, Cora Presley, Tai Wang.


The November minutes were approved as read; and the December minutes were amended, and then approved as corrected.

Christine Gallant updated the committee on the Diversity Strategic Plan (DSP) that is still in the process of being drafted by the DSP Committee. It has been revised to follow suggestions made at the 10 meetings where chair Linda Nelson made presentations and at three Campus Forums. Additional sections of the DSP include Disabilities, Library faculty, graduate students, and upper level administrators. It must be approved by the Planning and Development Committee, and then approved by the Executive Committee before going to the entire Senate for a vote. Planning & Development has set up an ad hoc subcommittee, chaired by Doug Covey, to review the DSP and report on it to the full committee. Christine pointed out that if the DSP is to be considered at the April 14 Senate meeting—the last of this academic year—then it will have to be approved at the March 17 Planning & Development meeting.

Gabe Kuperminc then reported on the preliminary findings of the Dataset Analysis Subcommittee, which he co-chairs. He noted that Peter Lyons was quite open in sharing his own analysis of Mary Finn’s report and the procedures for his analysis. The subcommittee concludes that, statistically, there are significant pay differences between female permanent faculty and their male counterparts. Three reasonable analyses have reached this same conclusion: those by Mary Finn, Peter Lyons, and their own. The President and our present Chancellor have agreed to correct this pay discrepancy. The problem is to develop a corrective plan.

Gabe noted that it’s not a statistical issue any more, but a matter of policy and legal/procedural issues. The subcommittee recommends that those who understand how to devise appropriate salary corrective plans should create ours. There is much literature surrounding the subject, and many factors to consider. Administrators and lawyers may be needed as well as statisticians.

He added that Christine and Julie Ancis have met earlier with Paul Alberto, who suggested that the subcommittee summarize their conclusions in a brief report that would be endorsed by our committee, and then sent on to the Executive Committee to let them decide the next steps in the process.
Gabe said that their subcommittee will recommend that the corrective salary plan should be created by statistical experts with objectivity, possibly by hiring external consultants. The final report of our Dataset Analysis Subcommittee will be considered for a vote by our committee at our February 3 meeting.

Cora Presley noted that her College of Arts and Sciences had performed a corrective for salary compression in 2005; and might be consulted by whoever creates this University corrective.

Christine next turned to consider Draft #8 of the University Strategic Plan that would be voted upon by the full Senate at its January 27 meeting. She asked if there were any concerns or questions that members wished to voice, but there were none. There being no other business, the committee adjourned.

Recorded by: Christine Gallant