

SENATE CULTURAL DIVERSITY COMMITTEE MEETING  
MINUTES FOR JANUARY 18, 2012  
1:00-1:40

Present: Julie Ancis (Chair), Peggy Albers, Eric Blacknall, Annette Butler, Chris Connelly, Doris Derby, Monica Diaz, Shif Gurm, Jennifer Jones, Cora Presley, Jeff Pruett, Tai Wang, Elizabeth West, Angela Denise Stover (Student Secretary)

Absent: Cathy Brack, Elisabeth Burgess, Douglas Covey, Nick Demos, Valerie Fennell, Heather Housley, Leigh Ann Liu, Layli Maparyan, Tanya Washington, Yongwei Yao, Myron Grant (Student Senator) Mary Yupari (Student Senator)

The minutes of 11/ 16/ 2011 were approved.

Eric Blacknall reported on the Pipeline Proposal/Diversity Fellows Program (new title). Julie indicated that in order for us to complete the Proposal by the end of the semester, per the Provost's request, a final draft should be complete sometime mid-March. Julie will send the draft to everyone for review by March 16th to be discussed at the March 22, 2012 CDC meeting. Julie inquired about the change to the title of the program to *Diversity Fellows Program*. Eric indicated that this is part of the subcommittee conversations.

Julie Ancis presented an update on the Salary Equity Initiative. Last semester, Julie was told that the external consultant would have a report by the end of last semester. Since that time, the consultant emailed Peter Lyons (Office of Institutional Research - OIR) that he should have an initial draft before end of January. That was going to be his main activity during the break. Julie will follow up with Paul Alberto.

Julie A. reminded the committee that we had agreed last semester to replicate the 2005 Racial/Ethnic Climate study to help ascertain whether recommendations that were implemented at GSU potentially impacted the climate. The Chair should have the statistical and multicultural academic background necessary to oversee the study. Leigh Anne Liu (absent), from the College of Business, has agreed to Chair the Climate Study committee. She has the background relevant to conduct the study; i.e., higher-level statistics and research in cross cultural cognition, conflict resolution, and global leadership. At our last meeting, Eric B., Elizabeth B. (absent), and Annette B. (absent) agreed to serve on the subcommittee. Cora P. agreed to serve as a consultant. Two things need to happen: 1) Development of a proposal for the Provost for relevant resources to conduct the study. 2) Contact OIR regarding scheduling of instrument distribution. Julie will help Leigh Anne with this initial process.

A follow up discussion to the last meeting ensued regarding clarity on recommendations that were implemented as a result of the 2005 climate study. Annette reported on several items that involved staff, such as annual performance evaluations. The current staff performance evaluation does include assessment related to support for affirmative action, but not diversity. ODDEP is conducting research to assess how other institutions address evaluation of staff members with respect to diversity concerns in line with GSU's Diversity Strategic Plan. Annette will send Julie information to ensure clarity and accuracy.

## NEW BUSINESS

Cora is conducting a grant seminar with 10 participants. Cora confirmed that GSU does have a Distinguished Visiting Faculty, Dr. Jacqueline Howard-Matthews, College of Education, since spring semester. She will help facilitate a faculty seminar for grant writing.

We discussed cancelling the February 9<sup>th</sup> meeting as we cannot work on the Climate proposal until March when Leigh Anne is available and a final draft of the Provost Diversity Fellows will not be completed until March. Unless otherwise notified, the next meeting is March 22, 2012.

Annette B. asked for a date to present of the Affirmative Action Report to the CDC. Julie will look at the calendar and correspond with Annette about the best date given that the March meeting may not afford all the time necessary for presentation. Annette will try to forward an executive summary to the CDC committee members prior to the meeting.

Eric B. is on the Courageous Conversations Committee that is related to the Diversity Strategic Plan. On February 15<sup>th</sup> from 9am – 12pm, an invitation only event for faculty and staff will begin to discuss diversity at GSU. The Cultural Diversity Committee will be invited to participate in the conversation.

Meeting adjourned at 1:40.

Next Meeting March 22, 2012