

CULTURAL DIVERSITY COMMITTEE MINUTES

Monday 10/6/14, 3:30-4:30 pm

Langdale Hall Room 718

In attendance: Lynda Brown-Wright, Toni Le, John Day, Harley Granville, Colleen Geary, Marian Meyers, Miles Irving, Judith Emerson, Annette Butler, Diane Belcher, Mourad Dakhli, Sarah Pallas, Marian Meyers, Yali Zhao, and Renee Liverpool

Absent: Douglass Covey, Heather Housley, Tanya Washington, Jennifer Esposito, Darryl Holloman, Janelle Bassett, Faye Stewart, Heidi Denzel, Shiferaw Gurm, Dawn Baunach, Elisabeth Burgess, Nedda Ahmed, Paula Gordon, Hilda Dwumfuor, Fernando Doria and Kofi Dadzie

Handouts: Agenda, Promotion and Tenure Committees College of Arts and Sciences(2014-2015), 2CI Faculty Hires, Full-Time Staff Composition, CDC Charge, Diversity Strategic Plan: Goals and Initiatives (Georgia State University)

- The meeting was called to order by Sarah Pallas, Chair of the Committee, at 3:33. Amendments to the minutes from September 2, 2014 meeting were added by Annette Butler. Changes were accepted and the minutes were approved.
- New committee members were introduced.
 - John Day-Director of Diversity Education Planning, OODEP
 - Toni Le-Student Senator
 - Hilda Dwumfuor-Student Senator (unable to attend)
 - Colleen Geary-Staff Senator
- Updates from administrators and subcommittees
 1. John Day, Office of Diversity Education and Planning:
 - Linda Nelson will be presenting an end of year diversity report for staff.
 - John mentioned that there were a couple upcoming university-wide events that were hosted by OODEP:
 - Dr. John Gates, diversity expert, is speaking on 10/8 and at the campus all day. There is a lunch and he is presenting at 1:30pm. There will be a reception after a brief Q&A.
 - The annual Diversity Summit will be held on 10/27 in Macon. Registration is open. Contact John Day to register.
 - ADMAG-is hosting an LGBT and the Workplace Luncheon at Georgia State on 12/11. Email John Day to attend
 - Georgia State received the HEED Award in 2014
 - Diversity training for staff, students, and leaders is available through ODDEP. INESCAPE offers “Managing Yourself” and “Managing Others” [http://www.internalchange.com/disc_profile_store/diversityonlineprofile.asp]. There is also a Workplace Inclusion & Global Competence Certificate Program offered that helps staff who are traveling abroad to be culturally competent.
 2. Lynda Brown-Wright, Faculty Affairs:
 - The Office of Faculty Affairs has completed the New Faculty Workshop “Jump Start Your Teaching” and will be hosting the New Faculty Workshop “Support for Your Research” on 10/16. They also hosted a Welcome Reception for Underrepresented Faculty on 9/9. The faculty

mentoring program will be open to all Associate Professors who have been in rank for 8-10 years, not just female faculty. It was initially being designed to assist female Associate Professors who have been in their position for an extended length of time without having been promoted. There has been push back from some faculty about the goals of this program, because there could be the perception that women faculty were being targeted as in need of special help. This misconception needs to be corrected. There are also a number of male Associate Professors who have been in an extended time-in-rank status. Faculty Affairs Committee is preparing to address this issue. Dr. Brown-Wright will be speaking about it at the Deans' Council Meeting on 10/15.

- Dr. Brown-Wright attended the Minority Access Conference in Washington, D.C. on October 2nd-October 5th. Georgia State was recognized as a University committed to Diversity.

3. Judith Emerson, Senior Faculty Associate for Disabilities:

- Judith's report on Disabilities will be presented in November 2014 because the report will not be finalized until 10/30. It will include the 3 prongs in the Diversity plan: building access, materials, and the website.

4. Annette Butler, AA/EEO office

- There need to be revisions made to the AA/EEO section of the classified employee handbook to reflect the new laws. One of the website's Title IX links is not current and the office is working to get it updated. The office is working with the Dean of Students Office to get Title IX info out across campus. Currently, the office is collaborating with the Dean of Students Office to train the athletics department students and staff.
 - The office is working with the University Military Committee in reaching out to veterans. A climate survey is planned by the Committee that will include a question to let veterans self-identify.
 - Designing learning management system-RCB students are helping with this.
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- Potential changes to the Student Evaluation of Instruction instrument to address bias were discussed. The previously approved changes will go up for a vote in the University Senate this month. It has been proposed to add a question about diversity on student evaluations. The group discussed possible wording for this type of question. More than one question may be needed to assess multiple issues. A sample question was proposed: "Is the professor/instructor respectful and embracing of the diverse community that is present at Georgia State?"
 - Update on composition of P&T committees across colleges. Of the people who were requested to gather this information, only Sarah Pallas and Paula Gordon have responded so far. Paula reported that the gender composition of the P&T committee in the School of Nursing is majority female, which reflects the composition of the Nursing faculty. In the College of Arts and Sciences, some women were recently nominated and elected to serve, but the committees remain unbalanced by gender. The CDC will continue to address this important issue. The current composition in CoAS is as follows:
 - Fine Arts and Humanities- 1 woman, 6 men
 - Natural and Computational Sciences- 1 woman, 6 men
 - Social and Behavioral Sciences- 1 woman, 4 men

- We reviewed the data on gender and race composition of the new 2CI faculty. Many of these faculty were hired at higher ranks, and there was a concern that this could reduce the overall diversity of the faculty. –Racial diversity is low and 32% are women.
- Subcommittee suggestions
 - Review University Harassment Policy and sub-policies. We need volunteers from our committee to gather the 5 different policies so we can review them.
 - Diversity of incoming students. Student senators Toni Le and Hilda Dwumfuor will confer on this.
 - Diversity of incoming staff and retention. Staff senators Harley Granville and Colleen Geary will confer on this.
 - Anti-bias training for faculty.
 - Evaluation of equity in resources/salary that male faculty vs. female faculty are receiving.
- New Business-
 - A GSU: Great Place to Work committee is forming. We need to have a presence from the Cultural Diversity Committee on that committee. Harley Granville volunteered.
 - An additional concern to be considered when evaluating teaching effectiveness is the often times negative response of students to foreign accents. This could contribute to student perceptions about the ease of understanding lecture material, and could in turn affect SEI scores and thus P&T decisions.
 - Faculty whose research is performed in other countries are at a disadvantage in P&T evaluations because letters of recommendation must come from faculty in the U.S.
 - The charge of the CDC as it appears on the website mentions a position that no longer exists (Senior Faculty Associate for Underrepresented Faculty). This needs to be changed.

Other meetings this semester will occur at 3:30 PM on the following dates:

Nov 4

Dec 1

Jan 6

Feb 2

March 3

April 6

May 5

If we have no business to attend to on any of those dates, the meeting will be canceled in advance.