

## CULTURAL DIVERSITY COMMITTEE MINUTES

Tuesday 11/4/14, 3:30-4:30 pm

Langdale 718

*In attendance: John Day, Darryl Holloman, Diane Belcher, Fernando Doria, Yali Zhao, Miles Irving, Sarah Pallas, Marian Meyers, Shif Gurmu, Janelle Kerlin, Paula Gordon, Dawn Baunach, Mourad Dakhli, Mandy Swygart-Hobough (on behalf of Nedda Ahmed)*

*Absent: Lynda Brown-Wright, Judith Emerson, Heather Housley, Annette Butler, Toni Le, Nedda Ahmed, Valerie Fennell, Tanya Washington, Jennifer Esposito, Elisabeth Burgess, Heidi Denzel, Faye Stewart, and Kofi Dadzie, Harley Granville, Colleen Gaunt, Cardine Ray Johnson*

*Handouts: Agenda, October minutes, Update from the Office of Student Success/John Day*

Sarah Pallas opened the meeting at 3:35

1. Minutes were approved

2. Old Business

- P&T committee composition and training
  - College of Arts & Sciences: Currently there is one woman out of 5 or 7 members in each of 3 College Area Committees. Committee members are nominated by chairs and voted on at College meetings. Normally there is only one nominee for each position. There are efforts underway to provide diversity training for P&T committee members.
  - School of Nursing: The committee currently has 6 members, 5 of whom are female and 1 male. Members are nominated and then voted on to the committee.
  - AYSPS: The committee currently has five members; four are male and one female. Members are nominated and then voted on at School meetings.
  - RCB: There are 3 male P&T committee members who have served for many years.
  - College of Education: Either the chair or the faculty of the different departments nominate members. CDC members from the CoE (Yali Zhao, Miles Irving) will obtain the numbers for distribution by gender.
  - Library: P&T members are chosen by faculty. Currently all members are female, but the faculty is not all female.
  - The committee discussed developing a strong recommendation that P&T members be selected so that their diversity is as reflective of the faculty as possible. Sarah Pallas will develop sample language for discussion by email, so as to include those members unable to attend meetings. We can vote on it at the next meeting if a quorum is present.
- Adding diversity question to SEIs: Sample language was presented and more ideas will be forthcoming from Peter Lyons before our next meeting.
- Issue of faculty accents influencing SEIs: Some data on this was collected for the OIR SEI survey and Sarah Pallas will attempt to pull it out by faculty country of origin if possible.
- Issue of P&T candidates whose work is conducted outside of the US: It was noted that many colleges accept publications from international or foreign journals in the dossier if they are available in English. Letters of recommendation from faculty at foreign institutions are not accepted. This is a potential issue for faculty who conduct a lot of their work abroad.

- The charge of the CDC as it appears on the website mentions a position that no longer exists (Senior Faculty Associate for Underrepresented Faculty). Sarah Pallas has sent an email request to the Chair of the By-laws Committee to make this change.

### 3. Subcommittee reports

- Distance Education Council (Mourad Dakhli): The committee will meet for the first time next week.
- Staff issues (Harley Granville, Colleen Gaunt): Tabled due to the absence of these members.
- GSU: Great Place to Work committee (Harley Granville): Tabled due to the absence of this member.
- Student issues (Toni Le, Hilda Dwumfuor): Tabled due to the absence of these members.
- Enrollment Management Committee (John Day): John Day reported that the committee, which is chaired by the Provost, has met. He provided materials from the Office of Student Success, including 2014-15 Initiatives, Fall enrollment data by race/ethnicity/Pell award recipients, degrees conferred data from 2003 to present, graduation rates by race and ethnicity (White 50.4%, African-American 56.3%, Hispanic 54.8%), persistence rates by student classification, risk category, and College, 2015-16 Enrollment Targets, and Undergraduate Admission New Initiatives.
- Sexual harassment policies: Volunteers needed to coordinate with Annette Butler to look over the many policies and bring any concerns to the committee.
- Faculty resource equity (volunteers needed)

### 4. Reports from administrators

- Vice President for Student Affairs **Douglas Covey** Not in attendance.
- Associate Provost for Faculty Affairs **Lynda Brown-Wright** Not in attendance.
- Assistant Vice President for Multicultural Affairs **Darryl Holloman**
  - 2 positions each in the Black Student Office and the Multicultural Center are open, as is an Asst Director position in the Disability Office.
  - There is a listing of gender-neutral restroom locations at the Multicultural Center website, and discussion about dedicated restrooms in Housing is underway.
  - A prominent speaker is being selected to speak at the MLK Convocation this year.
  - American Indian Heritage Month will be celebrated on campus on Nov 11 12-2 pm
  - Discussions on the Ferguson, MO situation are ongoing. Faculty will be invited to the next one.
- Senior Faculty Associate for Disabilities **Judith Emerson** Not in attendance. Judith mentioned by email that she will have a report at the next meeting.
- Director of Diversity Education Planning, ODDEP, **John Day** See above.
- Director of Affirmative Action **Annette Butler** Not in attendance.
- International Student Services representative **Heather Housley** Not in attendance.

### 5. New business

1. Chairs and search committees need to know where they can post job ads to increase the possibility of getting applications from underrepresented minorities for faculty positions. The Affirmative Action Office and Lynda Brown-Wright's office have this information
2. There is an issue with outside groups coming onto campus to the Free Speech Zones and then harassing Muslim students or others, or students harassing the speakers. Dr. Holloman's office is working to educate the community about the rights and limitations of the Free Speech Zones on campus.

Our next meeting is December 1, 3:30 – 4:30 PM, location TBA.