

## CULTURAL DIVERSITY COMMITTEE MINUTES

Monday 12/1/14, 3:30-4:30 pm

Langdale 718

Attendees: Diane Belcher, Mourad Dakhli, Liz Dawson (on behalf of Lynda Brown-Wright), John Day, Heidi Denzel, Fernando Doria, Judith Emerson, Jennifer Esposito, Harley Granville, Marian Meyers, Sarah Pallas

- Absentees: Nedda Ahmed, Dawn Baunach, Elisabeth Burgess, Annette Butler, Darryl Holloman, Kofi Dadzie, Valerie Fennell, Colleen Gaunt, Paula Gordon, Shif Gurmu, Heather Housley, Miles Irving, Janelle Kerlin, Toni Le, Hilda Dwumfuor, Faye Stewart, Mandy Swygart-Hobough, Tanya Washington, Yali Zhao

Handouts: Agenda, November Minutes, Updates from Distance Education Council/M. Dakhli and Disability Initiative Committee/J. Emerson Disability Initiative Committee, GSU Policy on the Recruitment and Retention of Ethnic Minority Tenure-Track Faculty.

Sarah Pallas opened the meeting at 3:35

1. November minutes were approved.

2. Subcommittee, Administrative Reports

- Distance Education Council (Mourad Dakhli): The committee's first meeting was 2 weeks ago. The goal is to have a university-wide webpage for distance education. Who are the key stakeholders? Where are they? What are the opportunities and challenges? There are 60K students that may sign up for at least 1 course or a hybrid course. To date, 555 GSU faculty have taught classes online. Our current registration system is behind that of other universities (i.e., e-courses, etc.). We need to know what system is in place to ensure the integrity of courses and the privacy of student records. Third parties don't necessarily follow FERPA requirements; information may not be properly protected.
- Staff issues (Harley Granville): Looking at surveys that have already been done regarding faculty issues (climate survey). Packet with surveys – Teresa Ward in OIR is preparing data. There are staff retention problems as well as supervisor/staff tension. A major concern is how supervising techniques are being perceived by staff. Whether any of these concerns relate to the mission of the Cultural Diversity committee is not clear yet.
- Student issues: The students reps were not in attendance.
- GSU: Great Place to Work committee (Harley Granville): The committee is investigating what other schools have done with national surveys. Is GSU being compared to peer, aspirational, or other research colleges? GSU doesn't consider itself a 4-year college but that is the category available.

- Sexual harassment policies review subcommittee: Volunteers are still needed.
- Faculty resource equity subcommittee: Volunteers are still needed.

### 3. Old Business

- P&T committee composition: An email vote will be called on proposed language that was presented. A question was raised regarding racial diversity in P&T committees. Currently there is not enough diversity in race at the senior faculty level to address this in a University-wide manner. However, the Chair will add some language in the rationale to include racial diversity as a goal.
- (Judith Emerson, Senior Faculty Associate for Disability issues) The contractor has made a report, and 48 GSU-owned buildings were inspected for ADA compliance. There were 234 ADA projects recommended, totaling \$12.5 million; 7 years ago, the price was \$17 million so progress has been made. With only \$500,000 allocated annually for ADA projects, it will take several years to complete all of the projects. Projects are prioritized by need – immediate, critical, and non-critical. Where there are issues on non-GSU property, GSU is working with the City of Atlanta.
- Diversity questions(s) for the SEI. The proposed wording for a diversity question on the SEIs received a favorable response, but several members proposed rewording the questions. Whether instructor respect for diversity can be adequately assessed by limiting diversity to one SEI question is not clear, but would be desirable. An email will be sent to CDC members asking for input.

### 4. New Business

- There were few specifics regarding events planned to address the Ferguson, MO incident on GSU campus. There was a flyer passed around that announced an artistic expression event. An important question is whether GSU's diversity programming machine is currently nimble enough to respond to such incidents in a way that they can be used as a teachable moment.
- A LBGTQIQA Forum for staff will be held on December 11. The strategy is to email target group; 5 faculty have signed up. Lunch is offered so an RSVP is required. Panel speakers include a transgendered (female to male) person, the Chair of the UPS LGBT group, and a representative from Kennesaw State University. KSU has advisors and resource libraries for LGBT community members.
- Many are unhappy that health insurance coverage is available for pets but not domestic partners through the Benefits office. Physics Professor Todd Henry sent an email to the faculty at large concerning this issue. At this point, GSU's argument has been that the University System of Georgia does not allow institutions to offer partner coverage. A FAC Benefits committee chaired by Russel White is working on a response. CDC may wish to get involved in supporting their recommendation. Sarah Pallas will try to get more information prior to our next meeting.

Our next meeting is Tuesday January 6, 3:30 – 4:30 PM, location TBA.