In attendance: Diane Belcher, Elisabeth Burgess, Mourad Dakhli, John Day, Fernando Doria, Amira Jarmakani, Kathryn Kozaitis, Sarah Pallas, Dashaunda Patterson

Absent: Jami Berry, Lynda Brown-Wright, Annette Butler, Kevin Chappell, Douglass Covey, Daniel Crimmins, Kofi Dadzie, Judith Emerson, Valerie Fennell, Patrick Freer, Paula Gordon, Harley Granville, Oliver Greene, Shiferaw Gurmu, Darryl Holloman, Heather Housley, Renee Shatteman, Mandy Swygart-Hobaugh, Yuki Takatori, Tanya Washington, Jenny Zhan

This meeting was called to elect a new chair for the 2015-2016 academic year. The only nominations received were for the current chair, Sarah Pallas. Pallas was elected with 9 yay, 0 nay, and 0 abstention votes.

Sarah Pallas reviewed the committee's charge and its progress in 2014-15

Old Business

1. SEI Diversity item: The FAC was in favor of an additional question related to classroom climate and inclusion, but was not in favor of the specific question “The instructor fostered a classroom climate of inclusiveness.”. At least two main reasons were presented. First, the question was viewed as too general, such that the meaning of the results would be difficult to interpret. Second, the word “fostered” was viewed by some as too active, suggesting more than might have been intended by the spirit of the question. Thus, FAC returned the proposal to their SEI subcommittee for further wordsmithing. The FAC SEI committee met on 4/23/15 to alter the language in a way that would address the concerns expressed by FAC. The language they proposed is I felt the instructor was respectful of the diversity of students in the class. Amira Jarmakani noted that it was still possible to interpret this SEI question as applying to the inclusiveness of the instructor toward students from underrepresented groups, or as applying to course content. Dashaunda Patterson suggested adding language to clarify that the item refers to the interactions between students and instructor.

2. P&T: Our proposal was:

“The Cultural Diversity Committee of the University Senate strongly recommends that each Unit strive to match the diversity of their P&T committees to the diversity of their faculty as much as possible.”

Rationale: The CDC informally gathered information on how P&T committee members are selected. In some cases, members are nominated by the faculty, and in others, they are nominated by chairs. In most cases, the committee composition does not reflect the gender or racial/ethnic balance of the faculty. In order to have an evaluation committee that reflects those being evaluated and in order to reduce implicit (unconscious) bias against faculty members from underrepresented groups, units should consider the diversity of their nominee pool.
We discussed how to address the feedback from FAC on our proposal to suggest that units, when nominating or appointing P&T committee members, consider diversity. FAC members expressed concern that there might not be qualified women or minority faculty available to serve, and that faculty from underrepresented groups are often overburdened with committee work related to their race or gender. Kathryn Kozaitis suggested using the word *Equity* rather than *Diversity* when discussing how to avoid possible biases that could affect the P&T committee members’ judgement. There is also a need to ensure equity on search committees.

Our next scheduled meeting is on May 5, 3:30-5, but we will conduct it via email unless any of you prefer a live meeting. [The May meeting was cancelled.]