Minutes
Cultural Diversity Committee Meeting
February 18, 2016 | 3:00 p.m. | 718 Langdale Hall

Members Present
Kelley Alexander    Daniel Crimmins    Sarah Pallas
Lisa Armistead     Kathryn Crowther  Scott Piper
Diane Belcher      John Day          Mandy Swygart-Hobaugh
Kimberly Bennekin  Fernando Doria   Heying (Jenny) Zhan
Elisabeth Burgess  Harley Granville  Kimberly Bennekin
Annette Butler     Oliver Greene     Erin Morrey
Kevin Chappell     JoAnn Lee-Joyner
Debora Constable   Erin Morrey

Members Absent
Justin Brightharp   Paula Gordon     Chris Oshima
Douglass Covey     Shiferaw Gurmu   Dashaunda Patterson
Kofi Dadzie        Darryl Holloman  Fernando Reati
Mourad Dakhli      Heather Housley   Renee Schatteman
Alexandra Diaz     Amira Jarmakani  Tanya Washington
Judith Emerson     Kathryn Kozaitis

1. Meeting was called to order at 3:02pm

2. January minutes were approved.

3. Introduction of new Associate Provost for Faculty Affairs, Dr. Kavita Pandit.

4. Subcommitee Reports:
   - Anti-bias training (Fernando Doria): nothing to report, but will have updated information in the form of power point for the next meeting.
   - Departmental Diversity statements (Lareecia Mance): the process of gathering the information has begun, starting with COAS. Thus far, only a few departments have a diversity statement on their website.

5. Old Business:
   a. Update on salary compression motion: The motion was sent to FAC and was passed unanimously. A CDC/FAC combined version was forwarded on to the Senate Executive Committee for approval (a necessary step prior to being discussed at the full University Senate level). The Executive committee denied the motion due to developing university plans to move to a market-based compensation scale. As confirmed by Dr. Risa Palm, this plan would address salary compression using funds from both the University and the Colleges, and the raises implemented by this plan would be effective next fiscal year (Fall 2016). The maximum adjustment without a change in title is 10%/year. Faculty eligible for the adjustment would be those either promoted to Full Professor or those who have received a positive post-tenure review, within the last 5 years. Corrected salaries would be based on the Oklahoma
State University database on discipline-based average salaries at research universities in the Southeastern US, thus within-field inequities should be corrected by this plan, for eligible faculty.

b. Update on preliminary survey of Associate Professors (FAC Equity Committee chaired by Maria Gindhart). The data have been collected and will be analyzed and available in the Office of Institutional Effectiveness.

c. Update on student evaluation form modifications (FAC SEI Committee chaired by Mark Geil). There is no progress to report because the committee has not met yet. Oliver Greene raised an issue concerning technology problems being wrongly blamed on the instructor- can that be addressed in the SEIs?

d. Update on the Syllabi Resource Awareness Resolution from SGA: The SGA is requesting for all faculty to put a line in their syllabus about resources available to displaced/homeless students. The resolution passed through SGA unanimously, but the Academic Programs Committee disagreed with the implementation. The CDC committee had no questions or concerns about the resolution. FAC has also been asked to comment.

The meeting was adjourned at 4:30pm