Members Present
Kelley Alexander  John Day  Erin Morrey
Diane Belcher  Paula Gordon  Sarah Pallas
Kimberly Bennekin  Harley Granville  Kavita Pandit
Elisabeth Burgess  Oliver Greene  Scott Pieper
Daniel Crimmins  Kathryn Kozaitis  Renee Schatteman
Kathryn Crowther  JoAnn Lee-Joyner  Mandy Swygart-Hobaugh

Members Absent
Lisa Armistead  Mourad Dakhli  Chris Oshima
Justin Brighthart  Alexandra Diaz  Dashaunda Patterson
Annette Butler  Fernando Doria  Fernando Reati
Kevin Chappell  Judith Emerson  Tanya Washington
Debora Constable  Shiferaw Gurmu  Heying (Jenny) Zhan
Douglass Covey  Darryl Holloman
Kofi Dadzie  Heather Housley

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

2. February minutes were approved.

3. Subcommittee Reports:
   - Anti-bias training (via Fernando Doria): nothing to report today, but updated information in the form of power point will be presented at the next meeting.
   - Departmental Diversity statements (Kelley Alexander, Lareecia Mance, Scott Pieper, Debora Constable): the process of gathering the information has begun, starting with COAS. Thus far, only a few departments have a diversity statement on their website. Psychology has an excellent example.

4. Old Business:
   a. The committee discussed the plans of the Provost’s office to address faculty salary compression. The plan is to begin correcting compression for faculty going up for Full Professor, starting in Fall 2016. Dr. Pallas announced the upcoming Faculty Affairs Committee Meeting on GPC campus where Robin Morris would discuss the compression relief plan in detail.
   b. Update on surveys 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. Surveys will be going out in April.
   c. Update on student evaluation form modifications (FAC SEI Committee chaired by Mark Geil). Dr. Pallas announced the upcoming SEI Summit in which the various stakeholders will meet to exchange ideas.
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.

5. New Business
a. Daniel Crimmins raised an issue about getting interpreters for deaf persons. Students have to request one, and outside visitors have to pay for one.

b. Mandy Swygert-Hobaugh asked for guidance on how to be sensitive to and inclusive of people on the Autism spectrum. The response was that Dan Crimmins’ office and the Center for Instructional Innovation can provide guidance. The discussion expanded to discuss the need that faculty have for pedagogical and cultural competence training.

c. The committee discussed the need for succession planning for staff openings. Paul Alberto in the College of Education is developing a mentoring plan to prepare staff for promotion. The University Veterinarian Mike Hart developed a plan for his staff based on national guidelines for similar facilities. This needs to be brought up in Staff Council to see if there is an initiative in place. Miriam Jackson is a point of contact.

d. It was suggested that CDC create a new subcommittee with the goal of developing a Diversity Inclusion Center at GSU. The center would provide resources to the community regarding best practices for promoting diversity. Harley Granville and John Day volunteered to work on it.

The meeting was adjourned at 4:30pm