
Members Absent: Kelley Alexander, Douglass Covey, Daniel Crimmins, Kofi Dadzie, Alexsandra Diaz, Heather Housley, Dashaudna Patterson, Renee Schatteman, Tonya Washington

1. The meeting was called to order at 1:35 PM by the committee chair, Sarah Pallas

2. The committee motioned to approve minutes from October meeting.

3. The following subcommittees were established:
   • Salary comparison (online data) (Kevin Chapell, Jenny Zhan)
   • Recruitment data and best practices (Mandy Swygert-Hobaugh, Lisa Armistead, Mourad Dakhli)
   • Retention data and best practices (Oliver Greene, Harley Granville, Diane Belcher)

4. The committee dropbox link was provided for access to data on faculty demographics gathered by OIR for the Recruitment and Retention subcommittees.

5. The committee discussed anti-bias training for search committees and P&T committee members. It was suggested to form a subcommittee for new faculty training that would focus on bias and diversity. Dr. Pallas encouraged all to take the Implicit Bias Test available at Project Implicit https://implicit.harvard.edu/implicit/ to evaluate this as a possible training tool.

6. Dr. Jennifer Raymond at Stanford will give a seminar on Gender Bias and the Brain December 11 at 1:00 PM in Speaker's Auditorium, Student Center East. All are encouraged to attend. Links for further information on Dr. Raymond's work were provided.

7. Staff Climate Survey
   a. Dr. Pallas gave a summary of the findings from the Staff Climate Survey. The results showed fewer women than men responded, pointing out a need to look at other years' data. This is the second time a Staff Climate Survey has been done, and the data need to be looked at more longitudinally. Other institutions have been contacting GSU for advice on developing a survey instrument. The survey findings include a 5% increase in job satisfaction, a high rating on diversity issues, no significant differences in satisfaction across racial or gender group membership (although a trend for both at ~p=0.10), and no racial or gender group differences in job satisfaction of those in the category of "have considered leaving GSU". The proportion of staff considering leaving GSU decreased since the last survey, from 55% to 48%. Most considering leaving GSU attributed their decision to low salary or limited chances of career advancement. There were no significant differences between Asians, Blacks, Whites, or Multiracial for "seriously considering leaving". Although there were no significant differences between women and men in the subscale items, it is interesting to note that women had slightly lower mean scores than men, and this was generally true for the satisfaction items as well (Appendix AA, BB).
b. A motion was made, seconded, and approved to have the minutes reflect the committee's support for repeating the Staff Climate Survey periodically. The question was raised about whether non-respondents fall in a particular group or category.

8. Interim Associate Provost for Faculty Affairs Dr. Lisa Armistead provided an update on the Search for an Associate Provost for Faculty Affairs. Of 53 applications received, 12 were invited, and 11 accepted interviews at the airport Renaissance Hotel. Of the 11 interviewed, 5 were female and there was a diversity of race, ethnicity, and national origin in the pool. The search committee will meet on 13th to recommend candidates. The first date for interviews has a tentative date of November 30th. Campus broadcasts will be sent out when candidates come in.

9. An update on recommended additions to the SEI was provided. The FAC SEI committee had recommended adding a question on respect for diversity, but it was rejected by the consolidation committee. A motion will need to be forwarded to the University Senate for consideration. There will be a "SEI Summit" meeting to get stakeholders together.

10. A draft motion on establishment of gender equity in efforts to address salary compression was discussed. It was agreed to add racial equity to the motion. Discussion was brought to the table about how to make the motion more inclusive. Verbiage such as "demographic categories" or "disenfranchised categories" was considered. The committee settled on "inequities based on demographic categories", with demographic categories implicitly understood to mean race, gender, gender identity, national origin, etc. There was a general agreement not to attempt to list all possible demographic categories, but to leave it up to the administration to develop an equity evaluation procedure.

11. Dr. Jarmakani stated the committee does not know if faculty are leaving because they are feeling discriminated against, which initiated discussion on exit interviews. Currently we are awaiting a response from Legal about how exit interviews might be conducted without exposing the institution to liability.

12. Action item: Dr. Pallas requested that committee members email any further suggestions for a revised motion to be discussed and voted on at the next meeting.

The meeting was adjourned at 2:35