Minutes
Cultural Diversity Committee Meeting
January 21, 2016 | 3:00 p.m. | Rm 830, 25 Park Place

Members Present
Kelley Alexander  Deborah Constable  Shiferaw Gurmu
Lisa Armistead  Kathryn Crowther  Kathryn Kozaitis
Diane Belcher  Mourad Dakhli  JoAnn Lee-Joyner
Kimberly Bennekin  John Day  Erin Morrey
Justin Brightharp  Fernando Doria  Sarah Pallas
Elisabeth Burgess  Harley Granville  Scott Pieper
Annette Butler  Oliver Greene  Heying (Jenny) Zhan

Members Absent
Kevin Chappell  Paula Gordon  Fernando Reati
Douglass Covey  Darryl Holloman  Renee Schatteman
Daniel Crimmins  Heather Housley  Mandy Swygart-
Kofi Dadzie  Amira Jarmakani  Hobaugh
Alexandra Diaz  Chris Oshima  Tanya Washington
Judith Emerson  Dashaunda Patterson

1. The meeting was called to order at 3:05 pm

2. December minutes were approved

3. New members from GPC were welcomed. Lisa Armistead announced that the new
   Associate Provost for Faculty Affairs

4. New Business:
   a. Subcommittee assignments
      i. Diversity/anti-bias Training Resources [separate from recruitment
         subcommittee] (Mourad Dakhli, Fernando Doria)
      ii. College/Dept diversity statements compliance (Kelley Alexander, Elisabeth
          Burgess, Scott Pieper, Lareecia Mance)
   b. Role of Deans in faculty hiring decisions and Supervisors in staff hiring decisions
      i. Faculty hires: Interviewee pool goes to AAO before it goes to Deans
      ii. Staff hires: Interviewee pool goes to Supervisors before it goes to AAO. Ese
          Okuma would be able to provide more information on procedures. A
          succession plan was to be developed but this has not occurred and needs to
          be taken up in Staff Council.
   c. SGA Initiative for Homeless Students (Justin Brightharp)- SGA is developing policy for
      inclusion of a statement on syllabi to guide homeless students toward assistance
      (e.g. EMBARK program). Anitra Patrick in the Student Success Office or Fallon
      Proctor in the Dean of Students Office are contact persons. PSAs on the CCTV
      monitors were suggested.

5. Old Business
   a. SEIs (Sarah Pallas).
i. Summary of changes to the reporting of the SEIs that came from the work of
   the SEI and CDC cmtees.
   1. Changes in SEI statistical analysis approved through the Senate are
      the charge of Charles Gilbreath and should be implemented by 2017
   2. Current status: SEI committee of the University Senate, chaired by
      Mark Geil, will call a summit for stakeholders this term
b. Salary equity/compression motion
   i. Faculty salary data available through OpenGov indicates a 15-20% disparity in salary between male and female faculty.
   ii. Faculty recruitment and retention data- the 2002-14 sample data suggest that GSU is moving slowly in the right direction, but there may be a differential loss of black faculty at the Associate Professor level, and female faculty at the Full level. More data and exit interviews are needed to interpret the data and to gain information about whether salary inequities are a factor in recruitment and retention of faculty of color.
   iii. The data were summarized and added to Draft Motion #3. This draft will be forwarded to FAC for input.

The meeting was adjourned at 4:15.