Cultural Diversity Committee Meeting Minutes

Monday, September 7th, 2017, 3-5 pm
25 Park Place, Rm. 2150

Members and Guests Present

James Ainsworth        Lisa Alembak        Kelley Alexander
Diane Belcher          Alison Camacho (guest) Debra Constable
Douglass Covey         Daniel Crimmins      Kathryn Crowther
Mourad Dakhli          John Day             Judith Emerson
Kyle Frantz (guest)    Michael Galchinsky (guest) Jonathan Gayles
Matthew Gayman         Paula Gordon          JoAnn Lee-Joyner
Laura Lohman           Romney Norwood       Kavita Pandit
Scott Pieper           Alessandra Raengo    Rasha Ramzy
Fernando Reati         Renee Schatteman     Allysha Watson (SGA)
Yali Zhao              Fernando Doria       Jason Flato
Cyntoria Johnson       Claudette Tolson    Kimberly Bennekin
Emanuela Guano         Joanna Wilson

Members Absent

Heather Housley        Annette Butler       Kofi Dadzie
Ari Jones (SGA)        Audrey Shilnokov     Harley Granville
Erin Morrey            Shif Gurmu           Darryl Holloman
Wolfgang Schloer       Leszek Ignatowicz    Cyntoria Johnson
Katherine Perry        Leila Lawlor         Janice Maxwell
Dashaunda Patterson

1. Approved minutes from prior CDC meeting

2. Announced that the CDC will postpone movement on changes to admission standards and procedures of ESL students at Perimeter College. Administration is working on this but the CDC will follow up on this issue if a resolution isn’t produced.

3. Presentation of data on faculty diversity from the report created by the GSU Office of Institutional Effectiveness, review of relevant literature about mentorship and role-modeling by James Ainsworth.

4. Presentation and Discussion of GSU and National data and trends regarding faculty diversity and disparities by Michael Galchinsky, Associate Provost for Institutional Effectiveness.
5. Discussion of efforts regarding faculty recruitment to address issues related to faculty diversity and disparities by Kavita Pandit, Associate Provost for Faculty Affairs
   a. Crafting job announcements to increase diversity and inclusion of applications of underrepresented groups.
   b. Increase the number of guest scholars from underrepresented groups.
   c. Discussion of issues related to individuals with disabilities.

6. Discuss efforts to create/improve pipeline for GSU students, especially those from underrepresented groups, to advanced studies (medical, law and PhD programs) and professional careers by Kyle Frentz, Senior Faculty Associate for Special Programs, Office of the Vice Provost
   a. Workshops
   b. Research-based courses
   c. Financial issues/burdens
   d. Identifying and directing exemplary undergraduate students, especially those from underrepresented groups.

7. Discussion of issue/s related to preferred names and pronouns in student/staff/faculty records.

8. New business to follow up on in upcoming meetings related disability diversity issues (and the creation of a CDC sub-committee) and the need to examine (analyze data) and address issues related to gender inequities in pay and promotion to full professor.

9. Meeting adjourned