University Senate’s Cultural Diversity Committee

Minutes for Meeting on December 12th, 2018
1081 Langdale Hall, 3-5pm

Members Present
James Ainsworth
Diane Belcher
Lanette Brown
Debora Constable
Daniel Crimmins
Fernando Doria
Tonia Durden
Jacob English
Matthew Gayman
Cynthia Johnson
JoAnn Lee-Joyner
Kathryn Michaelis
Erin Morrey
Romney Norwood
Kavita Pandit
Alessandra Raengo
Fernando Reati
Kristie Seelman
Jeffery Trask
Mary Beth Walker
Yali Zhao

Members Absent
Lisa Alembak
Kimberly Bennekin
Sabra Blackwell
Lakeyta Bonnette
Annette Butler
Kathryn Crowther
Mourad Dakhli
Sevgin Eroglu
John Evans
Jonathan Gayle
Paula Gordon
Neely Gossett
Emanuela Guano
Sharon Hill
Heather Housley
Leszek Ignatowicz
Katie Kurumada
Ryan Lake
Leila Lawlor
Minutes:

1. Meeting called to order at 3:03. (Some people arrived late because originally the meeting was scheduled to begin at 3:30).
2. Approved minutes from October 2018 meeting
3. Report from Lanette Brown, chair of the subcommittee on LGTBQ. She reviewed the priorities for the year.
   Top priority: nonspecific gender bathrooms in each building
   Working with the registrar to allow self-identifying pronouns. (chosen names are already available. Meeting has not yet occurred.
Developing an Empowerment (training) Module, particularly for LGBTQ. There is concern that some professors might be less accommodating. CETL and Multicultural center would be offering these modules to students and faculty. Strategize to address topics. Goal is to highlight the importance of diversity within the classroom
Campus climate survey was compared to the one at Tech. It should involve both faculty and staff (the current one only involves faculty). Other universities do climate surveys routinely (including staff). It might be something that we want to advocate for the administration to consider, so that it includes staff.
Suggest types of questions to add to the survey (also suggested by another subcommittee)

   a. There is intention to address in the climate survey experiences of faculty for whom English is a second language.
   Jim: open ended questions. But if the commission is not interested then they will be dropped. So far, no response or feedback.
   a) Gender pay gap. Data from institutional research and Open Georgia site were gathered 4 years ago. The sense is that the administration is not interested in moving forward on this. Yet, there will be a new Provost. Earlier in the semester there was an article on this topic in the GSU newspaper. GSU is under an audit which may get to a greater understanding or not. Next semester is about getting the data and build a document about what has happened in the past and build a trajectory in order to tell the story.
   Jim: the role of the CDC could be to look into these issues periodically.
   Matt: concern that when presented to the administration the data are critiqued from a methodological standpoint. Then the issue is to collect better data.
   Jim: we can also petition the office of Institutional Effectiveness to create a periodical report (every 5 years). Is there an issue? Is it getting better or worse?
5. Gen. Student Related Diversity. Chair Jeffrey Coleman was not yet at the meeting. Jim and Alessandra Raengo report. The goal is to research the possibility of a Cultural Diversity Certificate. Right now we are identifying suitable courses and Multicultural center programs, including Study Abroad. There has to be buy-in on the part of Deans and Chairs. We are not interested in the STACKS mechanism (because the institution would make money and it’s not pedagogically sound.

Cynthoria Johnson: Why not let the institution make money? There needs to be a convergence of interest. Consider “perspectives classes,” which are supposed to be globally focused and they are money-making. The Certificate can function as an incentive to take classes into one’s department or take one’s study abroad. Selling point for getting employment.

To do: reach out to all department’s director of graduate and undergraduate studies to identify other classes.

6. Report on the Commission for the Next Generation of Faculty by Mary Beth Walker. Help the commission publicize the work and bring back ideas

Established last year. Goal is to identify best practices to improve the diverse faculty and their experiences in terms of recruiting, promoting, retaining. All life cycles. Different situations in different colleges and departments. Not all solutions will fit everybody. Good ideas in best practices that can be disseminated

Activities:
- Institutional data to see where we are and percentages of full-time faculty. Including perimeter college. Hiring decisions – recent decisions are different from the past. No existing applicant tracking system: applicants, finalists, hires. (For the past 3 years). Potential recommendation is to have a centralized tracking system. Hiring 12% AF AM faculty and 1% Latino faculty, ? Asian. In the past 3 years we have hired 18%
- Visit to University of Maryland Baltimore County. Known for success in hiring minority
- Outside facilitator ran focus groups in November. 75% of those signed up attended. Full report not yet available. Not well enough publicized. Attendees were not clear about what it was about. Perhaps confusion in the name of the Commission. Question: why that name? Because we are looking into the future. Precedent is initiatives for success for all students. Report will inform development of a climate survey. The outcome of all 3 will inform the recommendations the Commission will make to president and provost. Mary Beth concluded by soliciting input

- Jim: we have a handout with suggestions for questions to be included in the climate survey:
  - LGTBQ
  - Foreign born faculty or non-native English speakers (see Diane’s report on “accent discrimination”)

- Answer: Focus groups gave the opportunity to self-identify as LGTBQ

Question about programs at University of Maryland Baltimore County:
- Staff person who kept up with all the different efforts (but not a chief diversity officer so that everybody feels responsible for diversity). Function of support and accountability. Needed to know if efforts are working.

President of Maryland Baltimore County criticized GSU for not sending enough underrepresented students to graduate school and doctoral programs
• Program to bring in post-docs. Aggressive in recruiting. Trial period with possibility to turning into a tenure-track. Maybe 4-6. Enough to have a group.
• Committee of established, senior faculty whose job was to come up with strategies, communicate to the president directly.
• Intentionally non-diverse group that would provide training about implicit bias and proper ways to interview.
• Goal is to come up with a strong 5 recommendations. Matrix of impact vs. cost.

Question: how can the subcommittee on faculty diversity support the work of the commission?
Answer: Share concern. Communicate the work of the Commission. Support the implementation.

Recommendation to share the results of the focus groups with the CDC for transparency and collaboration, so that the commission does not work as a black box. Without transparency then skepticism is the natural response of researchers.

Question: What can we tell the faculty about what will be made public?
Mary Beth: There has been an issue about protecting people’s privacy and providing data.

Question: Are the data distinguishing between TT and non-TT?
MB: Different implications because of access to administration.

Commission not asked to specifically examine diversity at the level of the administration.
Retention and engagement should address the possibility for diverse faculty to reach administrative positions.
Getting applications to diversifying pools, finalists

Possibility for culture changes.
One of the requirements for Next Gen proposals is the about recruiting diverse faculty.