

Senate Cultural Diversity Committee
Minutes of the Meeting
December 3, 2012
Troy Moore Library, GCB
2:00 p.m.

Attended: Annette Butler, Leigh Ann Liu, Marian Meyers, Elisabeth Burgess,
Elizabeth West
Guest: Lynda Brown Wright

Regarding the matter of revising the CDC's by-laws, Elisabeth Burgess will follow up again with Vice-President's Covey's office to obtain an authorized, updated university organization chart. (Again, this need arises from university restructuring of administration positions relevant to the committee membership.)

Marian Meyers reported that there is no news to report with the FAC's Subcommittee on in-rank inequity for women faculty. At the time of her report to the CDC, this subcommittee had no chair and thus could not yet convene.

Leigh Anne Liu confirmed that the 2012 Proposal for a Student Climate Survey had been submitted in April 2012 but returned to the CDC to reconsider their recommendation for conducting the survey and their request for course reduction for the subcommittee chair. We decided that committee members needed to review the proposal that was submitted in 2012 and that in addition to the feedback from the Senate Executive Committee, the CDC members need to consider whether the significant change in GSU's student demographics (since the initial 2005 study) necessitates revision to the 2005 questionnaire. Elizabeth West will email committee members a copy of the 2012 proposal so that committee members are better informed and prepared to discuss these questions in the next meeting. Elizabeth West will also contact Peter Lyons in the Office of Institutional Research to determine the support they are able to commit for conducting the survey and analyzing data.

The committee agreed that we should explore the matter of minority faculty retention as the university seems to continue to struggle with retaining minority faculty. Cora Presley agreed to share with the committee statistics that she has. We need to first review the data to determine if and to what extent minority retention is a problem. As with the discussion on gender pay equity, we also agreed to carry this matter over to our upcoming meetings to explore ways that our committee might work with Linda Brown-Wright and her office to propose initiatives that will address this problem. Linda expressed her intention to work on this matter and her willingness to work with the CDC in areas where we might join efforts. We discussed

some initial ideas: preemptive strikes, that is, canvassing present minority faculty to prevent faculty disenchantment and departure; and implementing exit interviews.

We discussed the concerns with gender and race bias in student evaluations and minority faculty retention that were raised in our September meeting, and decided that the committee will return to these issues after we complete the two outstanding action items: the student climate survey, and the revision of the CDC membership.

The committee returned to the matter of the 2007 proposal for Domestic Partners Insurance (which was approved by the CDC and the university senate, and has been in the hands of the Regents). Elisabeth Burgess agreed to send a copy of the original report to Provost Palm. We anticipate that the Provost will provide feedback to the senate regarding the university's position. The CDC will consider active involvement after consulting the FAC regarding its subcommittee work thus far on this issue.

The meeting adjourned at 3:00 p.m.