

Senate Cultural Diversity Committee
Minutes of the Meeting
September 24, 2012
Troy Moore Library, GCB
2:00 p.m.

Attended: Cora Presley, Catherine Cadenhead, Tai Wang, Tanya Washington, Jennifer Jones, Marian Meyers, Elisabeth Burgess, Elizabeth West
Guest: Lynda Brown Wright

Those in attendance reviewed the minutes from the August 30, 2012 meeting. The minutes were approved as written.

A copy of the CDC's charge (from the Senate By-Laws) was distributed to help guide any new members and as a guide to consider the committee's potential part in addressing the items under discussion for this meeting.

We discussed the need to revise the CDC's by-laws: this need arises from university restructuring of administration positions relevant to the committee membership. In particular two positions no longer exist: SFA for Advancement of Women and SFA for Underrepresented Faculty. Additionally, with the reorganization of the Student Affairs Office and with our newly appointed Associate Provost for Faculty Affairs in the initial stage of fact finding and organizing her organization, the CDC members list must be revisited. Elisabeth Burgess will chair a subcommittee to review organization charts and make a recommendation for changes to the CDC membership. Cora Presley agreed to work with her on this.

We discussed the findings of the Gender Equity Study. Many members have not seen the actual report. Jennifer Jones agreed to send a copy to Elizabeth West who will send out to CDC members. This will give members an opportunity to review the report before we meet again. We agreed that the university should respond to the finding that time-in-rank to full professor was a major influence in the gender salary inequity observed. The extended time in rank for women faculty is a matter that Lynda Brown Wright expects to address in her role as AP for Faculty Affairs. We agreed to carry this matter over to our upcoming meetings to explore ways that our committee might work with Linda and her office to propose initiatives that will address this problem. We further agreed that CDC should propose working jointly with the FAC subcommittee that has been established to look into the time-in-rank inequity for women faculty. Since she already serves on the FAC, Marian Meyers has agreed to inquire about serving on this subcommittee as the CDC representative.

Cora Presley pointed out that we need to verify the official title of the Student Climate Survey listed on the agenda for today's meeting. Elizabeth West will verify this with the subcommittee chair, Leigh Anne Liu. Elizabeth will also verify the current status of this proposal and will have the subcommittee chair or a member

report to the full committee at the next meeting. The full committee will then discuss how to move forward with the proposal.

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 Lynda Brown Wright and her office to propose initiatives that will address this problem. Lynda 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 matter of gender and race bias in student evaluations. We agreed that this impacts the instruction evaluations of minority and women faculty. There is extensive research that points to this as pervasive in the profession. This matter we also want to carry over to our next meeting. It seems a matter that we might want to take up with committees that focus on student learning as well as faculty concerns.

The committee considered an inquiry regarding a 2007 proposal for Domestic Partners Insurance. The proposal was approved by the CDC and the university senate, and has been in the hands of the Regents. At this time the FAC has established a subcommittee to determine what action the senate might be able to take regarding the Regents rejection of the proposal. We agreed that with the FAC's effort, there is no action for the CDC to take.

We agreed that we have no items to present before the upcoming university senate meeting.

The meeting adjourned at 3:33p.m.