

Cultural Diversity Committee Meeting: Minutes

October 9, 2013, 1:30 PM

Library's Colloquium Room, 8th floor of Library South

Attendees: Nedda Ahmed, Annette Butler, Monica Diaz, John Day, Darryl Holloman, Carrie Manning, Linda Nelson, Sara Pallas, Marian Meyers, Lynda Brown-Wright, Judith Emerson, Tanya Washington, Monica Diaz, Diane Belcher, Mourad Dakhli, Yali Zhao, Tai Wang, Elisabeth Burgess, Fernando Doria

Absentees: Doug Covey, Michael Wyatt, Shif Gurmu, Valerie Fennell, Marilyn Meyers, Miles Irving, Janelle Kerlin, Sara Pallas

Minutes: Brenda Francois Kinchen

1. The minutes of the September 10, 2013 meeting were approved and distributed.
2. **Presentation by Lynda Brown-Wright, Associate Provost for Faculty Affairs**

Dr. Lynda Brown-Wright provided an update on the initiatives and activities of the Office of Faculty Affairs. Much of last year was spent on Promotion & Tenure matters, specifically the newly adopted Promotion & Tenure manual. We have received a list of all of the college representatives for the University Promotion and Tenure panel. The Provost and Dr. Brown-Wright will be meeting with the University panel members early next month. One person from each college, except for Arts and Sciences who will have three representatives, will be a member of the panel. A total of nine people will serve on the panel. They will be meeting starting in November to orientate and get everyone acclimated to the goals, objectives, and philosophy of the Provost regarding Promotion and Tenure.

There were questions asked regarding how the university is doing in the area of diversity. . The questions centered around how many faculty do we have; how many full professors we have, which are non-tenure track, tenure-track or tenured? Dr. Brown-Wright shared that she had recently met with Dr. Peter Lyons and Ms. Ellen Possey, in an effort to get an overview of the university's faculty diversity. She plans to develop a comprehensive report of what we look like across the university. Dr. Brown-Wright stated that she will be especially focused on tenure track professors, a group she has been asked to assess.

The other goal of the Office of Faculty Affairs was developing a faculty developments program. Last year, the office initiated a New Faculty Development

Series. Topics included: understanding the Georgia State culture, how to get support for your research program, Georgia State's promotion & tenure procedures, addressing students of concern and conversations with the Provost and President. Next spring, Associate Provost Tim Renick will present some of the student success initiatives he's implemented, Dr. Brown-Wright also plans to have a workshop for non-tenure track faculty focused on teaching effectiveness and innovations.

Dr. Brown-Wright reported that the Provost has funded a pilot program to support the retention of our junior faculty of color to attend the Compact on Teaching and Mentoring Conference. Dr. Brown-Wright stated that it is a great conference and she has participated in the past as a mentor for about 9 doctoral students. The conference has been very successful with providing support for Ph.D. candidates and graduates who want to assume careers in the academy. They have now started a new program, (which is in its 4th year) to provide support for those faculty members who have recently assumed tenure track positions. The goal of the program is to assist the junior faculty members with effective strategies for becoming tenured. Dr. Brown-Wright will be taking 2nd and 3rd year underrepresented faculty to participate in the program. She shared that the conference is an excellent networking conference that has approximately 1000 to 1100 people attending each year: this year, GSU will have a recruitment table there. Dr. Brown-Wright asked department chairs to send any/all open searches they have for tenure track positions to the Office of Faculty Affairs by October 25th.

The Office of Faculty Affairs has surveyed chairs about the programs and processes they have in place in their departments (as it relates to faculty development), and will be assessing the assistance that may be needed from the office. Dr. Brown-Wright also stated that she would like to work with search committees in an attempt to assist with them by providing strategies and best practices for increasing faculty diversity. Currently, the dean of the College of Education has agreed to allow her to work their college and she hopes to work with a smaller college as well. In addition, Dr. Brown-Wright is visiting with each department on campus to discuss some of the issues they have as it relates to faculty development and recruitment.

Dr. Brown-Wright will be working on several policies and guidelines that need to be updated, including, but not limited to: defining instructional faculty (i.e. percentage breakdowns for research, teaching and service), leave of absence policy, and tenure delay requests. Dr. Brown-Wright also plans to establish an advisory committee for the Office of Faculty Affairs. She also reported that the

Distinguished Visiting Scholar program is in need of more participants and has asked the committee for their help in identifying potential visiting scholars.

Presentation by Douglas Holloman – Office of Student Affairs

Dr. Darryl Holloman distributed calendar for last past 3 months. He reported what they have done for cultural programming on campus. Last month they had a bi-racial program to speak on a panel. 100 students attended. He has encouraged their programming to work more closely with Academic Affairs. They have 407 registered student organizations. 25% of the organizations are culturally based. 33 are multi-cultural programs, 35 are faith based religious programs and they requested the most funds last year. 10 programs that are directly focused on Black students. They have restructured the area office of African American Student Service and programs. They have 3 tiers of training; they are partnering with Orange Duffel Bag program and focusing on students at risk. (Academically, homeless, in foster care system). 10 students are in the foster care system. Student organization, where one staff member will focus on OSAP. Tutorial area, focused on STEM areas. GRE prep courses are very popular. They have 24 activist awareness groups on campus and 30 Greek organizations. Dr. Holloman reported they have funded \$86,842.00 that went for groups with diversity. Disability Services - they are focusing on the programmatic part, they have resume building and lunch and learning In the Student Center, visit the photographic display of visually impairment. Student Affairs will have Disability Awareness Day. They are looking for an Assistant Director for the Office of Disability Services and hiring a Director for the Multicultural Center. Dr. Holloman reported their new center should be opening in a few weeks. Their main focus will be race, ethnicity, and particularly white males. They have reallocated funding to offer graduate assistantships. 14 graduate assistants will be in the multicultural center. Office of African American Student Service is two. Created a program called PAC 3. Panther Ambassador for Cultural Students. Dr. Carrie Manning reported KSU has enough students that are in recovery, to comeback to a college campus. Veterans groups and other campus get lots of attention.

Monica Diaz reported, they were expecting larger groups to join FLC

Nedda Ahmed commented on how Disability Service is dealing with students with learning disabilities.

Judith Emerson reported she will start establishing services for our faculty.

Monica Diaz reported Student Evaluation been working with faculty affairs, David Cheshier, decided to go back to 2 semesters. Wasn't aware a diversity strategic plan was in place.

Linda Nelson reported she has an Implementation Committee. Her Focus is on looking at some of the goals they have and developing a scorecard, then updating the university regarding, meeting some of those expectations. In a few months she will pull together an intense report. Diversity Strategic Plan it's a university developed plan. Staff initiatives – regarding diversity create an organization learning plan, focus on different types of learning, component dealing with diversity.

Tanya Washington reported the Supreme Court wants to hear a case on Affirmative Action next Tuesday, to see whether diversity has pedagogue value. She would like the committee to recommit, their orientation. Tanya Washington reported the College of Law is doing a Strategic Plan; they are modeling the university's Strategic Plan.

John Day reported Diversity Strategic Plan goals are getting met. GSU is the only university in the system that has a Diversity Strategic Plan.

Carrie Manning stated important upper levels of administration should be aware of rules and regulations exist.

Handouts

- Agenda
- Student Affairs - List of Student Organizations, Office of Diversity Education Planning, Intercultural Relations Calendars

Adjournment

- Dr. Monica Diaz adjourned the meeting at 2:40pm

The next meeting will be held on November 20, 2013, Library's Colloquium Room, 8th floor of Library South.