

CULTURAL DIVERSITY COMMITTEE MINUTES

Tuesday 9/2/14, 3:30-4:30 pm

CoE Room 1030

In attendance: Lynda Brown-Wright, Darryl Holloman, Judith Emerson, Annette Butler, Diane Belcher, Mourad Dakhli, Yali Zhao, Paula Gordon, Shif Gurmu, Sarah Pallas, Heidi Denzel, Marian Meyers, Elisabeth Burgess, Dawn Baunach, Fernando Doria, Janelle Kerlin, Faye Stewart, and Renee Liverpool

Absent: Heather Housley, Harley Granville, Nedda Ahmed, Valerie Fennell, Tanya Washington, Miles Irving, Jennifer Esposito, and Kofi Dadzie

Handouts: Agenda, tabular and graphical data on demographics, committee schedule constraints, proposed SEI changes, information on Project Implicit, AAAS article about increasing diversity in science faculty.

The meeting was called to order by Sarah Pallas, Chair of the Committee, at 3:35. Introductions were done, as this was the first meeting of the Cultural Diversity Committee for the Fall 2014 semester.

Sarah Pallas presented tabulated data provided by OIR on gender and racial diversity in the student and faculty populations at GSU, as well as graphical data on student 6 year graduation dates from 1995 to 2006. Graduation rates have been climbing markedly for all racial groups, with the greatest increase in Hispanics and the lowest in Asians during that time period. The CoAS Dean's Office provided data on faculty gender composition by rank across the 4 divisions of the College of Arts and Sciences. This data illustrates that the composition of the faculty is very different from the composition of the student body. It can serve as a basis for discussions and goal setting this year. Data on staff will be provided by Chaneta Forts in Affirmative Action and data on faculty retention by gender and race will be provided by Ellen Posey in OIR for the next meeting.

The members that have served on the committee for several years provided some perspective on the history of the Student Campus Climate survey conducted in 2005. That survey was mandated by the Board of Regents for the specific purpose of improving the climate for African American male students across USG campuses. The goal had been to repeat the survey in 2012. That did not occur for several reasons. One was that resources to conduct it were not identified. Further, there was no consensus on whether the same or a modified survey should be done. Finally, the 2005 survey generated specific recommendations that have been accomplished for the most part, and those accomplishments in addition to the increased diversity of the student body since 2005 reduced the perceived need for a follow-up survey. Thus, the committee has no plans to conduct a repeat Climate survey with students at this time. There was some discussion about whether a Climate survey for faculty should be considered.

The findings of last year's study of the relationship between Student Evaluation of Instructor (SEI) ratings and gender/race/country of origin were summarized. The discovery that 38% of cases showed bias against female and minority faculty, especially on the open-ended, global item of overall instructor effectiveness, prompted a collaborative effort between the Cultural Diversity Committee and the Improvement of Instruction Committee last year. That committee developed a proposal to suggest several changes to the SEI be made, including a de-emphasis on the global item. Discussion was opened on the motion to forward the proposal to Faculty Affairs. A vote was called and the motion was unanimously approved. The committee discussed adding an item on respect for diversity to the SEI, in light of the fact that faculty currently do not receive diversity training and the findings of the 2005 Climate survey that some students felt that some faculty were not respectful of differences. This discussion will continue at the next meeting after members have some time to think about how such an item would be worded. It was recommended that we investigate how other campuses approach this.

Annette Butler reported that John Day is the person coordinating the ODEP certificate program and the Diversity Passport program. The chair will try to get more information about this opportunity for diversity training, so that we can discuss whether/how it might be more broadly applied. Dr. Butler also discussed how GSU might implement the Obama administration's requirements for equal opportunity of LGBTQ students and employees at institutions that receive federal funding.

Darryl Holloman summarized the accomplishments of his office last year. He has been promoted to Assistant VP of Student Affairs and Dean of Students. They completed their staffing and now have a team in place. The new Director of Black Student Achievement is Bernard McCrory, who comes to GSU from Kennesaw. Jeffrey Coleman is the new Director of the Multicultural Center. Dr. Holloman's office has been involved with development of the academic coaching and cultural awareness initiatives. He discussed the Orange Duffel Bag project, which is geared toward Pell grant recipients. He and Dr. Butler discussed the expansion of Title IX compliance requirements to sexual misconduct policy. The CDC would be a good forum in which to discuss compliance with that mandate in specific and faculty diversity training in general.

Judith Emerson stressed the importance of including disabled people in any discussions of diversity. She reported that an architectural firm that specializes in ADA compliance recently completed a study of the 52 non-Foundation buildings on campus for compliance. Their report is expected soon, at which point strategic efforts to improve accessibility of the GSU campus to disabled students will begin.

Lynda Brown-Wright reported that her office is developing a mentoring program for faculty that could help in the retention of underrepresented junior faculty and that would not seem exclusionary to other junior faculty. She also spoke briefly about a mentoring program to increase the number of women associate professors who go up for full professor; this program would likely be open to male associate professors as well. She also summarized the results of exit interviews with faculty from underrepresented groups who were leaving Georgia State. She stated that a more formal way of obtaining exit interviews from underrepresented, as well as

other, faculty is needed. It is her conclusion that early, proactive efforts to mentor struggling faculty would be the best approach.

Sarah Pallas reported on a discussion with Dean Long of the College of Arts and Sciences about the gender representation on Promotion and Tenure committees. This year membership is less than 10% female. Dean Long expressed a strong interest in addressing this, and suggested that anti-bias training for committee members and discussions with department chairs about appointing a representative mix of faculty to the committee might be a good initial approach. Dr. Pallas requested that the members of the CDC committee from other Colleges find out how P&T representatives are chosen in their units. The Implicit Bias Project out of Harvard was suggested as a possible approach to anti-bias training. Annette Butler will research possible training programs prior to the next meeting. The question was raised about the gender representation of the 2CI hires. Dr. Pallas will ask Robin Morris for that data prior to the next meeting.

There was no new business.

The next meeting will occur on Monday, October 6, at 3:30 in 1030 CoE. The goal will be to develop specific goals for the committee, and to establish any subcommittees needed to accomplish them this year.