

CULTURAL DIVERSITY COMMITTEE MINUTES

Monday April 6, 3:30 PM

Langdale 718

In attendance: Diane Belcher, Lynda Brown-Wright, Annette Butler, John Day, Fernando Doria, Heather Housley, Amira Jarmakani, Kathryn Kozaitis, Sarah Pallas, Dashaunda Patterson, Yali Zhao

Absent: Nedda Ahmed, Dawn Baunach, Elisabeth Burgess, Douglass Covey, Kofi Dadzie, Mouradh Dakhli, Heidi Denzel, Hilda Dwumfuor, Judith Emerson, Jennifer Esposito, Valerie Fennell, Paula Gordon, Harley Granville, Shif Gurmu, Darryl Holloman, Miles Irving, Janelle Kirlin, Toni Le, Faye Stewart, Tanya Washington

The meeting was called to order at 3:30 PM by Sarah Pallas. The minutes from the March meeting were approved.

The main order of business was a presentation (attached) of the Annual Report on Diversity from Linda Nelson, Associate Vice President, Office of Opportunity Development and Diversity Education Planning (ODDEP). There will be a copy of the presentation to share in the Dropbox [link sent via email].

New Business/Goal setting

- a. Scheduling of mandatory meeting between April 17 and April 30 to elect a new committee chair.
- b. Development of Diversity Training for existing faculty
 - i. Current training for new faculty
 - ii. [Project Implicit](#) (online self-assessment tool)
 - iii. Training for search committees and P&T committees?
<http://www.sfn.org/Careers-and-Training/NeuroJobs-Career-Center/Professional-Skills/Past-Workshops/Neuroscience-2013-Workshops/Tackling-Bias>
- c. Development of Tools for recruiting a diverse faculty
 - i. Comparison to peer institutions
<http://www.faculty.harvard.edu/diversity/faculty-diversity-peer-institutions/public-university-peers-data-and-reports>
 - ii. <http://www.faculty.harvard.edu/appointment-policies-and-practices/resources-conducting-faculty-search>
 - iii. http://www.faculty.harvard.edu/sites/default/files/Sources_for_Outreach_to_Potential_Faculty_Candidates.pdf
- d. Development of Best Practices in Teaching a Diverse Student Body, e.g.
 - i. http://newscenter.sdsu.edu/diversity/files/00327-Helping_Faculty_Teach_Diverse_Students.pdf
 - ii. <http://depts.washington.edu/cidrweb/inclusive/foster.html#Broad>
 - iii. <http://isites.harvard.edu/fs/html/icb.topic58474/TFTTrace.html>

- iv. <http://honolulu.hawaii.edu/intranet/committees/FacDevCom/guidebk/teachtip/diverse.htm>

Old Business

- a. Proposed recommendation: P&T committee composition: The faculty who sit on the P&T committees across the Units do not necessarily reflect the diversity of the faculty they are evaluating. The Cultural Diversity Committee recommends that correcting this mismatch be made an explicit goal. Because GSU has a very small percentage of faculty of color at senior ranks, it may not be possible to achieve racial diversity at this time, but gender diversity is attainable. The committee voted, and 100% of the committee members who were present voted in favor of the proposed language:

“The Cultural Diversity Committee of the University Senate strongly recommends that each Unit strive to match the diversity of their P&T committees to the diversity of their faculty as much as possible.”

Rationale: The CDC informally gathered information on how P&T committee members are selected. In some cases, members are nominated by the faculty, and in others, they are nominated by chairs. In most cases, the committee composition does not reflect the gender or racial/ethnic balance of the faculty. In order to have an evaluation committee that reflects those being evaluated and in order to reduce implicit (unconscious) bias against faculty members from underrepresented groups, units should consider the diversity of their nominee pool.

The recommendation was presented to FAC at its last meeting. FAC declined to comment; some members were concerned that meeting this goal was unrealistic. Thus this recommendation has been tabled for now.

- b. SEI diversity question(s) recommendation. We continue to work on developing a question that would allow faculty to get feedback from students on diversity issues. The FAC and CoAS SEI committees are working in parallel. Additional suggestions are welcome.

Alternatives

- i. *[I felt that] the instructor was inclusive of students' diverse perspectives and experiences
- ii. *I felt that the instructor respected me
- iii. [I felt that] the instructor is impartial in dealing with students
- iv. [I felt that] the instructor treats all students with respect
- v. [I felt that] the instructor shows respect to students of diverse backgrounds
- vi. [I felt that] the instructor evaluates all students objectively
- vii. [I felt that] the instructor demonstrated respect for students' rights and needs and demonstration of sensitivity to and understanding of the diverse academic, social, economic, cultural, disability and ethnic backgrounds of students
- viii. [I felt that] the instructor treated students with respect regardless of their membership in diverse (cultural, ethnic, gender, etc) groups

- ix. [I felt that] the instructor is sensitive to/accepting of the diversity of students in the class
 - x. [I felt that] there was an atmosphere of mutual respect between the instructor and students
- c. Time in rank study update: Maria Gindhart's FAC committee plans to develop and distribute a survey to gather more information about why some Associate Professors have not submitted their dossiers for promotion to Full Professor.

Our next scheduled meeting is on May 5, 3:30-5, Location TBA [This meeting was cancelled.]