

CULTURAL DIVERSITY COMMITTEE MINUTES
Tuesday March 3, 3:30 PM
Langdale 718

In attendance: Diane Belcher, Lynda Brown-Wright, Elisabeth Burgess, Annette Butler, Mouradh Dakhli, John Day, Fernando Doria, Heather Housley, Amira Jarmakani, Sarah Pallas, Faye Stewart, Yali Zhao

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

1. The meeting was called to order by Sarah Pallas at 3:35
2. January Minutes were approved
3. New Business
 - a. Review of faculty demographics by race and gender
Sarah Pallas presented data obtained from the OIR on racial and gender composition of the faculty across units. As expected, these descriptive data indicate a large disparity between diversity of the student body and diversity of the faculty. The number of faculty from underrepresented groups has remained flat, due to both hiring and retention issues. There appears to be a disproportionate fall-off in retention of women and minority faculty as they come up for tenure, but there is currently no way to determine the reasons in any broad sense that could be used for shaping policy.
 - b. Strategies for improvement
The committee discussed the importance of strategic mentoring to promote success, and exit interviews when we are unsuccessful. There is a need for more frequent information dissemination to unit heads on how to attract diverse applicants to faculty positions. The Office of the Provost has several strategies under development. Elisabeth Burgess suggested that Cora Presley would have some insight on strategies for educating deans and chairs about Inclusive Recruitment Practices.
 - c. Workshop <http://www.theacademicnetwork.net/faculty-staff-recruitment.html>
Friday, May 15th 10 a.m. - 4 p.m., Hilton Garden Inn Atlanta Airport/Millennium Center.
\$285/person
4. Old Business
 - a. Status of change in SEIs via FAC SEI committee: At yesterday's FAC meeting, the SEI question we approved was sent back to the subcommittee for reconsideration. The FAC was in favor of an additional question related to classroom climate and inclusion, but was not in favor of the specific question "The instructor fostered a classroom climate of inclusiveness." At least two main reasons were presented. First, the question was viewed as too general, such that the meaning of results data would be difficult to interpret. Second, the word "fostered" was viewed by some as too active, suggesting more than might have been intended by the spirit of the question. Alternatives were proposed for our further discussion.
 1. Instructor was inclusive of students' diverse perspectives and experiences.
 2. I felt the instructor respected me.

- b. Sojourn in Rank: The FAC Equity committee (Chair: Maria Gindhart) will send out an exploratory survey later this spring and a definitive survey in the fall followed by fall focus groups. They will then compare the GSU data with that gathered from other institutions and issue a report.

Our next meeting is scheduled for April 6 Monday at 3:30, location TBA. Linda Nelson will present her Annual Diversity Report.