Minutes of: February 13, 2009

Approved on: March 19, 2009

Members Present: G. Holland (Chair), K. Kearfott, J. Lee, C. Smith; P. Pawlowski (recorder).


Chair Holland convened the meeting at 1:14PM.

CONSIDERATION OF MINUTES & APPROVAL OF AGENDA
The December 9th minutes and the meeting’s agenda were approved.

FACULTY PERSPECTIVES IN THE RECORD
The Committee reviewed again options for circulating the report and for implementing its suggestions. Members agreed that a stronger relationship needs to be established with the Provost’s Office.

The article written by J. Lee and Chair Holland during the Fall 2008 term was not published, as the Committee ceased to function during January. The article will appear in one of the April editions of The Record with some minor changes. In the last paragraph, “during the 2008-2009 year” will be changed to “during the upcoming academic year” and the article will be entitled “Is faculty diversity dead?” It will be submitted as “prepared for CMU by G. Holland, professor of dentistry,” according to The Record’s format. After the article will be published, the Committee will focus on other issues which will propel the report’s recommendations.

MATTERS ARISING
The Committee also discussed releasing a “report card” of departments’ dedication to diversity. The grading system should be a basic, clear system, curved over a “C” average. The evaluation will be performed over time in order to point out problematic departments. Considering the varying unit sizes throughout the University, the Committee agreed that grading by unit would prove to be too ambiguous, while grading by departments will be most efficient. The Committee will clarify the numeric data in its evaluations in order to avoid publishing misleading data. Similar national studies will serve as preliminary guides to approaching this study.

The Committee would still like to meet with A. Walesby. Possible discussion topics were suggested.
Why does minority faculty leave this institution? What specific data do we have regarding minority faculty members who leave?

How does the University account for diversity during the hiring process?

Are there new administrative rules regarding hiring (i.e. compulsory advertising in minority journals or officially explaining why minority candidates were not hired)?

Meeting with A. Walesby will allow the Committee to start surveying former faculty members. Although similar surveys have been performed in the past, the Committee hopes to illicit positive changes upon releasing survey results.

REVIEW OF THE COMMITTEE’S CHARGE
After reviewing the Committee’s charge, members determined it is too broad. Otherwise, the Committee does not succeed in communicating regularly with the Provost or with SACUA. Members considered efforts to remain relevant and in touch with SACUA, such as releasing a report at the year’s end. The committee suggested that the Chair meet with John Matlock and Lester Monts.

NEW BUSINESS
The Committee welcomed R. Holland as the new Chair.