

Dean's Council on Diversity
January 12, 2004 Summary Notes

Present at the COE Dean's Council on Diversity meeting were:

John Dayton, Tal Guy, Billy Hawkins, Jenny Penney Oliver, Yuri Wellington, Louis Castenell, Janice Fournillier, David Stinson, Kathy Simpson, Linda Chester, Roy Legette, John Dattilo, Uttiyo Raychaudhuri, Su-I-Hou, Pam Paisley, Bob Fecho, Evan Powell, Letha Mosley, Tanya Dwight, Myra Womble, Margaret Turner, Cindy Molloy, and Mary Atwater.

1. We agreed on the agenda as outlined and began with acquaintances around the table.
2. We confirmed the meeting dates (1st Monday of each month, 1:00 - 2:30 PM) and places for 2004
 - February 2 - 136 River's Crossing
 - March 1 - 103 Ramsey (Academic Wing)
 - April 5 - G23 Aderhold
 - May 3 - 136 River's Crossing
3. After some discussion and clarification of terms and how we were using language to describe tasks, we agreed to begin forming the Action Teams as defined by the consensus reached during the fall retreat re: action steps we want to take in the COE. We generally discussed the kinds of tasks and action that characterized the Action Teams and agreed that better defining the role and focus of the Action Team would be one of the first responsibilities of each sub group. We all agreed that work of the various Action Teams would most likely overlap at times and those would be areas for the Teams to collaborate and work more effectively toward a common goal.

Therefore, the Action Teams we are forming are:

- Recruitment and Retention – includes faculty, staff and student issues
- Communication, Outreach and Programming – we agreed to combine these into one Action Team – this will include issues related to building commitment through increased outreach and communication (perhaps WWW, email, newsletter), planning monthly seminars and other college wide professional learning opportunities.
- Policy and Procedures – this includes issues including Promotion & Tenure, staff reclassification, advocacy, and reorganization
- Establishing a Center - this is the work ongoing from the New Directions Committee who are drafting a proposal to establish a Center for the Study of Culture, Equity and Diversity.
- Assessment and Evaluation – this is the team to revisit the Cultural Diversity Plans, explore/examine issues affecting our faculty, staff and students re: diversity.

Council members were asked to sign up for Action Teams and attached is the sign up, to date. We need ALL Council members to sign up for an Action Team, or two! (Please send Jenny JPO@COE.UGA.EDU or Janette janette@coe.uga.edu> an email stating the team(s) you want to join.

During this discussion Dean Castenell indicated that he felt the Dean's Council had an important role to play in the ongoing conversations around reorganization. He stated that as our Action Teams examine issues and develop recommendations or assessments that would be relevant to the reorganization process that those observations/recommendations should be brought to the Leadership Team of the College. **We agreed that the Policy and Procedures Action Team may be the most logical home for conversations related to reorganization and encourage that group to have that conversation.**

4. We briefly discussed the letter Bob Hill drafted to President Adams on behalf of the Council re: dissatisfaction with UGA's non discrimination and anti-harassment policy. Council members asked that Bob send that draft out on email for final review and feedback prior to being sent.

5. Cheri Hoy joined us at our invitation to talk about the college's P&T process. We specifically asked her to address issues that were specifically relevant to issues faculty of color in the college may face. She described P&T as a "complicated process" and referred to the current "sea foam" document as providing the parameters from which P&T is administered. She indicated that her office will again be providing spring P&T workshops for faculty in the process. These were not offered last year but typically are. She also talked about the charge the P&T committee receives every year about being open to a range of scholarship, etc. She said that one of the most critical issues affecting the success of P&T is how the documentation is pulled together. When asked Cheri did not have specific data re: how faculty of color have fared in our college but indicated that such data could be generated if there was a need.

At this point our meeting had already run over by 20 minutes and so we had lost several people; therefore, we closed the meeting without finishing the agenda, but feeling we had been productive!