 APPROVED MINUTES

ADVISORY COMMITTEE ON DIVERSITY
July 25, 2002, 3:00 p.m.

Present: Pat Covey, Chair; Keith Ayers, Isabel Brown, David Johnson, Jeanne Maes, Shelton Perry, April Dupree Taylor

Absent: Barbara Broome, Diane Dixon, Hattie Myles

Guest: Jean Tucker, University Attorney

Following committee member introductions, Dr. Covey reviewed the committee charge. The committee serves as an advisory body to the President in the University’s efforts to promote recruitment and retention of black faculty and administrative staff. The committee was appointed by the President. Fifty percent of the committee was derived from a slate of nominations presented to him by black faculty and staff and the remaining members were selected from other University faculty and staff.

This committee represents the University of South Alabama’s compliance with U.S. District Court Order in response to Knight, et al, v. The State of Alabama, et al, concerning employment practices of predominately white defendant institutions. The State will provide an annual appropriation of $3 million in new money to supplement current efforts of the institutions to recruit and retain black faculty and administrative staff. Each of the 15 predominantly white defendant institutions shall each receive annually for the remainder of the Decree (2005) $100,000 to enhance black faculty and high-level administrative hiring and retention efforts. The remaining $1.5 million is to be divided among and paid annually to those institutions whose full-time black faculty or full-time staff employment in Fall 2000 is below 6% of the total full-time faculty and staff (USA is one of these institutions). The committee will make suggestions to the President on how the money should be spent, but the final decision rests with the President.

The committee discussed the need to review our current recruitment practices and how to improve upon them. Some ideas for improvement are:

- make sure the top administrators on down are aware of the needs of their areas and reaffirm the priority of hiring blacks to all search committees and throughout the University.
- focus recruitment efforts in places that are more likely to yield good results such as job fairs in Detroit, Cincinnati, and Atlanta
- go on-site to traditionally black institutions
- advertise in newspapers in southeastern cities
- post faculty/academic administrator job opportunities on Academic Affairs’ website in order that the University as a whole will be aware of all openings
establish a black task force to involve black faculty and staff in entertainment of interviewees

Other ideas discussed by the committee:

- consider creating a new position with responsibility for Multiculturalism/Minority Recruitment
- sell Mobile to potential applicants
- survey campus for ideas

The meeting schedule was discussed and the committee will meet monthly starting in September.

The meeting adjourned at 4:30 p.m.