

Geier Standing Committee  
Minutes of March 18, 2005  
UC Iris Room

**Meeting** was called to order at 1:10 pm

**In Attendance:**

Pinder (Chair), Saldana; Rainey; Maurer; Powell; Stewart; Berty; Dennis; Jackson; Watson;

Members were welcomed by Dr. Pinder

**Review of Agenda:**

1. **Review goals/responsibilities of the Geier Standing** committee and the time frame: Dr. Pinder reviewed the goals & responsibilities of the committee. Goal #1 will be ongoing; Goal #2 will be worked on at this meeting with items 3, 4,5, and 6 on the agenda. Goal #3 is again ongoing and will be a work in progress. There were no comments or concerns regarding the proposed outline of the meeting.
2. **Review minutes of March 14<sup>th</sup>:** Minutes were received and reviewed by committee members. No additions/deletions or changes were noted.

**Identify other ways we can use Geier Funding for the recruitment of AA Faculty.** Members were given approximately 5 minutes to write down main ideas to be shared. A question was asked regarding the pool of money: is there one pool or two? Mr. Jackson referred the committee to the Desegregation submission summary form; Category IIIB: Faculty and staff incentives money – used to pay travel expenses and/or sign-on bonuses for African American faculty and staff. There is also a specially funded account 5-32811 which is used to recruit faculty. The accounts are not guaranteed for the coming year (soft money). Again, there are two pools - desegregation money and Geier funds. However, the desegregation money is funded through legislative initiative to satisfy the 1999-2000 consent decrees (which continued the 1984 deseg decree). Although it is considered “soft money,” Deseg funds tend to be constant each year; Geier tends to be variable – Geier is “softer.”

Before the committee could begin with brain-storming ideas, they needed to have a question answered regarding the recruitment practices currently in place for hiring AA faculty. Mr. Jackson provided the answer. Each Fall Semester, The Chronicle of Higher Education and Black Issues carry a global advertisement—specific position descriptions are not given—as one recruitment plan. Additionally, departments are given the challenge of developing a plan to reach African American faculty in areas with no diversity. If there is no diversity in the pool of applicants, departments are instructed to do more to recruit—this includes writing to historically black colleges and recruiting upcoming graduates for their area.

## **Ideas for Recruiting African American Faculty Members Using Geier Funds**

The committee suggested several good ideas for recruiting AA faculty members.

### **Identify other ways we can use Geier Funding for the retention of African American Faculty Members**

There were nine suggestions for using Geier funds to retain AA Faculty Members.

### **Identify other ways we can use Geier Funding for the recruitment of AA students**

Again, there were nine suggestions for recruiting AA students using Geier funds.

The question was asked how to squeeze the pool to get them to come to APSU? It may be necessary to go where the students are and make APSU accessible—show a face and encourage students to come to APSU.

Dr. Pinder distributed a hand out to members -- Information on Scholarships for Students of Color.

### **Identify other ways we can use Geier Funding for the retention of AA students**

There were 10 suggestions in this area.

Mr. Jackson shared his thoughts on recruitment: Develop a very strong, activist group of upperclassmen who will imprint their ideals on the young students as they arrive at APSU and encourage them to focus on their studies—do not work to excess, which is common among our young students. Dr. Pinder announced at the graduate level the COGS is working to have tuition waivers for all graduate assistantships. There are only two universities not awarding tuition waivers for graduate assistantships and APSU is one of those.

At the last meeting, Rev. Brown asked a question regarding using Geier funds for Developmental studies and it was decided that we need to have a whole discussion on just that topic. It was suggested he look at the Pugh study and review those findings. In the model given, students were just as successful with the computer assisted coursework, a study group, and having faculty available for questions as students sitting in a class room.

Mr. Jackson reported that in every year for the last 10 years the institutions have been informed of an opportunity to submit a proposal to discuss desegregation issues to include Developmental Studies. APSU did submit a grant proposal which was funded; however the maximum award was \$2500.00.

Dr. Pinder announced he will forward the above lists to the members and ask for their top choices in each area. The choices will be returned to Dr. Pinder via email. The next meeting will be on April 1<sup>st</sup> at 1:00 pm with the following meeting on April 8<sup>th</sup>.

The meeting was adjourned at 2:37

