

**Committee on Diversity  
Minutes  
October 22, 2012**

**Committee Members Present:** Amy Ryken (chair); Bill Breitenbach, Ryan Coleman, Lisa Ferrari, John Lear, Mark Martin, Aislinn Melchior, Margi Nowak, Carolyn Weisz

**I – Introduction**

Amy Ryken called the meeting to order at 4:00 p.m. Ryan Coleman was welcomed as the student representative to the committee.

**II – Review and Approval of the Minutes**

The minutes of the October 1 meeting were approved as circulated.

**III – Announcements**

Ryken announced that Dean Sarah Moore has invited representatives of the Committee on Diversity to attend the orientation meeting for new faculty, to be held on Thursday, January 17, from 3:00 to 5:00 p.m. At the orientation, committee representatives will facilitate a discussion of diversity on campus. Any committee member able and willing to attend should notify Ryken.

**IV – Discussion of Data about the Hiring and Retention of Tenure-Line Faculty**

Ryken distributed a sheet with data about the hiring and retention of tenure-line faculty of color and white faculty over the period from AY 2004-05 to AY 2012-13. The sheet also had data about the composition of faculty and students in AY 2012-13, as they self-identify by race/ethnicity and gender. Ryken noted that one of the Diversity Committee's charges is to help the university hire and retain faculty from historically under-represented groups. In the ensuing discussion of the data, committee members raised the following points:

- students as a group are less white than the faculty;
- it would be helpful to know the retention rates expressed as a percentage of those faculty who stay at Puget Sound through the entire tenure process;
- it would be helpful to know if faculty of color are concentrated in particular disciplines;
- an effective strategy for increasing faculty of color might be curricular transformation, which could open up teaching positions attractive to candidates of color;
- it would be desirable to publicize these data on faculty hiring, retention, and composition by including them in the committee's annual report to the Faculty Senate;
- it might be useful to compile similar hiring and retention data by gender, which is the only other self-identified category we have for faculty.

**V – Discussion of the Campus Climate Survey Preliminary Report**

Next, the committee resumed its discussion of the Campus Climate Survey preliminary report for 2012. Ryken noted that the Diversity Advisory Council continues to process survey data, so the committee still has an opportunity to provide feedback as additional findings are shared. In the ensuing wide-ranging discussion, committee members made the following points:

- it is can be difficult to get members of the campus community to talk about the Climate Survey;
- it is surprising to see how many students felt excluded, silenced, ignored, discriminated against, or harassed because of their socio-economic status (Graph 2C);

- hateful actions and words can be identified and dealt with, but the wounds from such weapons are variable; diversity is itself diverse, and it is difficult to address diversity in a single way that is helpful to everyone;
- rather than have third parties assess students' written responses for signs of alienation, it would be better ask students directly if they have felt or currently feel alienated on campus;
- it would be useful in future surveys to ask about sexual violence, which is an under-reported problem; asking about it on a confidential survey can build confidence that reporting sexual violence is not a futile exercise.

#### **VI – Topic for the Next Meeting**

As the meeting time ran out, committee members decided to postpone further discussion of the Campus Climate Survey until the data have been disaggregated. **At the next meeting on Monday, November 5, at 4:00 p.m. in Wyatt 226**, the committee will instead discuss the possibility of integrating a diversity component into the curriculum.

#### **VII – Adjournment**

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,  
William Breitenbach