

# Committee on Diversity

## February 9, 2007

**Committee Members Present:** Kim Bobby, Heather Clifford, Ed Cole, Monica DeHart, Rosa Beth Gibson, Janet Marcavage, Jim McCullough, Yoshiko Matsui, Mike Segawa, Mike Valentine, Harry Velez-Quinones, Carrie Washburn, and Nila Wiese (chair)

**Guests Present:** Melanie Reed

**Committee Members Absent:** JD Barton, Danielle M. Drangsholt, Mikiko Ludden, Michelle A. Stoler

The meeting was **called to order** by chair Nila Wiese.

Heather Clifford was identified as the **minutes-taker** for the day.

Chair Nila Wiese asked for comments or corrections to the January 26 meeting minutes.

**MSP** Minutes were approved.

Wiese called for **announcements**.

1. Harry - Poster Sessions relating to the topic of Spanish as a Foreign Language vs. 2<sup>nd</sup> Language
2. Monica - Seminar on Reproductive Health Care Rights
3. Mike Valentine - Referencing the Thursday Seminar "Diversity in the Math and Sciences". A faculty group attended a workshop in Seattle on the subject. Mike suggested that we invite these members to a future committee meeting
4. Janet - Highlighted the success of the poetry series

The only item on the meeting agenda was the discussion of the questions prepared for Melanie Reed, Director of Freshman Admission. The questions included the following:

1. Does Admissions have specific goals/objectives regarding student diversity? If so, are these stated in terms of target groups?
2. What is our yield regarding students of color? What are our retention rates?
3. What pools do we draw from on a regional basis? What factors guide the identification of potential new pools?
4. What obstacles/barriers has Admissions identified in recruiting students from minority groups? Are measures being taken to eliminate/reduce these barriers?
5. What representations about diversity at UPS are made to potential students? What expectations do we create regarding their experience at Puget Sound?
6. With regard to increasing diversity on campus, does Admissions see a relationship between faculty recruitment and student recruitment?
7. Explain increases/decreases on percentages of students admitted by target group (note decreases on African American and Hispanic students from 2005 to 2006).

Melanie began the conversation with the following:

- The Admission Audit—Admission Initiatives; specifically, Diversity on Campus Coalition (DOCC)
- A brief explanation of the UPS Admission philosophy
- The similarities and differences of the UPS philosophy to other small liberal art schools
- The balancing act using minority Admission Counselors to recruit minority students

Jim asked if the Admission Initiatives were doing any good, if goals are being met. Melanie responded that a number or percentage has not been established. Some of the goals are to reach potential applicants sooner, to personalize the application process, and provide financial information. The hope is these acts will help increase the minority applicant pool.

Jim asked if the process for admitting minority applicants was the same as all others. Melanie responded that a 10-point scale is used while screening all applicants. Melanie went on further to explain the system.

Nila asked if there are quotas in the acceptance process. Melanie responded by reiterating the Admission goals. Melanie reminded everyone that success comes in tiny increases, and due to current numbers huge jumps in percentages will not be seen.

Nila asked about prospect applicant pools. Melanie responded that Washington and Portland area high schools are the largest sources for potential minority applicants.

Jim asked if there is a role for faculty in the recruitment process. Melanie responded that faculty members are tapped as a resource, and they assist with phone calls and e-mail message to potential recruits.

Melanie touched upon some additional challenges. These challenges included the following:

- Personal circumstances for students of color
- Financial Aid
- Admission staffing (but also noted that increased staffing doesn't solve the problem, financial aid many times is the deciding factor)
- Workload of Admission Counselors

Harry, reflecting upon personal experience, wondered about the availability of government funds by targeting specific schools.

Carrie mentioned the Diversity Strategic Plan. The plan calls for diversity in recruiting faculty, staff, and students.

Mike S. mentioned his involvement with the recent retreat focusing on the strategic plan. Two issues he highlighted were implementation of the plan and the top priorities of the plan. He felt that the committee could keep diversity highlighted during the implementation process.

Further discussion ensued on the financial aid challenges. Jim reflected on his early experiences at UPS with the lack of financial aid for international students.

Mike S. discussed the need of keeping the issue of diversity as a community conversation; everything cannot fall to one department. Diversity has to be a campus value, and tough work is ahead.

9:00 AM quickly approached, and the meeting was adjourned.

Respectfully submitted,

Heather Clifford