

Committee on Diversity

October 21, 2005

Committee Members Present: Terry Beck (co-chair), Kim Bobby, Rosa Beth Gibson, Becca Herman, Jean Kim, Janet Marcavage, Jim McCullough, Nell Shamrell, and Mike Valentine (co-chair presiding)

Guests Present: Diem-Phuc Le (Diversity Center Co-coordinator) and Melanie Reed (Director of Freshman Admission)

Committee Members Absent: Amber Brock, Mikiko Ludden, Yoshiko Matsui, Carrie Washburn, Nila Wiese, and Jesse Zumbro

The meeting was called to order by co-chair Mike Valentine shortly after 8 a.m.

Co-chair Valentine requested committee comments/action on the minutes from the October 7 Diversity Committee meeting. Committee members noted the following:

- Donn Marshall is not advisor to SIRGE and SIRGE is not a club but a program. The SIRGE Coordinator is a student staff member reporting to Yoshiko Matsui. The program could use a liaison from the committee.
- Terry Beck's comment about sponsoring programming should be moved to the end of the paragraph, as it references *Demystifying Diversity* rather than *Safe Zone*.
- Jean Kim indicated that she would be happy to transfer liaison responsibility for CHispA to Nila Wiese.

M/S/P to approve the October 7 committee meeting minutes with the amendments noted.

Becca Herman introduced Diem-Phuc Le, co-coordinator of the Diversity Center, to the committee. Le announced a Saturday, October 22, 2005, kickball competition at the Diversity Center for all clubs to compete in. A cup will be awarded at the end of the school year to the club with the best record in competing in a variety of events throughout the year. Herman announced a long list of diversity-related events, all of which will be included in the weekly diversity listserv message. She especially encouraged members to attend the "In Her Shoes" program next week with faculty member Mirelle Cohen and YWCA domestic violence staff.

The first agenda item was to invite Melanie Reed to update the committee on Admission activities related to the committee's charge: *Continue working with the Office of Admission, the Office of Human Resources, and other appropriate offices and governing bodies in support of efforts to recruit and retain an increasingly talented and diverse faculty, staff, and student body.* Reed gave committee members four handouts (attached):

Faculty Diversity Committee Outline, Office of Admission Freshman Profile – 2005, Diversity On Campus Coalition newsletter (Volume 1, Issue 1), and University of Puget Sound: Diversity in thought/Diversity in student body.

Reed indicated that the freshman profile shows good enrollment successes for the fall semester, including increases in the number of African American and Hispanic students. She said that the good results are attributable in part to the support of the expanded faculty phoning group, who contacted all admitted African American prospective students. Admission also enhanced their contacts with prospective students of color and first-generation college students. Admission sponsored a campus day program for prospective students of color from Western Washington and had a good turnout. Alumni of color and MAT graduates were invited to identify potential attendees. Prospective students and their parents had the opportunity to experience short versions of college classes offered by faculty members Nancy Bristow (art and culture in Black political movements) and Jim McCullough (introduction to international business).

Reed noted that the “University of Puget Sound: Diversity in thought/Diversity in student body” handout was developed and presented in flyer form for guidance offices in the Puget Sound region. Schools in the region are often less informed about diversity at Puget Sound than are those in other regions of the country in which we recruit. The flyer shows that Puget Sound’s enrollment of students of color compares favorably to peer institutions. Zach Street in admission is working on transforming the flyer into a glossy booklet or brochure for future use.

Reed announced a new student staff position in admission—Student Coordinator for Multicultural Enrollment. Twina Franklin has been appointed to the position following a very competitive search process. A student who is very prominent on campus (senior politics and government major, BSU treasurer, cheerleader, homecoming queen), Franklin authored the Diversity On Campus Coalition (DOCC) newsletter that Reed provided to committee members. Reed noted that the DOCC is comprised of students who competed for the coordinator position and who have a keen interest in multicultural enrollment. The group will meet regularly to provide student-centered feedback and volunteer support to admission in furthering multicultural student enrollment. Admission counseling staff now includes two counselors of color, one a Puget Sound and one a Willamette graduate. Greater diversity in the counseling staff further supports the department’s multicultural student enrollment objectives. Franklin will attend governing council meetings both as a BSU representative and as a representative of the DOCC. When Franklin is not engaged in program planning, she will make calls to prospective African American students.

With respect to ways in which the committee and the faculty might continue to support Admission in furthering multicultural student enrollment, Reed indicated that last year’s event for prospective students of color from Western Washington (high school juniors and seniors and their parents) will be repeated this year on Sunday, November 20, and invited the committee to help identify members of the faculty to lead mini class sessions. McCullough volunteered to do so and suggested that Reed contact committee member

and Business and Leadership faculty member Nila Wiese. Franklin and DOCC members will comprise the student panel for this year's event. The DOCC will be table hosts at the closing dinner. Reed will send Valentine a schedule for the afternoon's events once the schedule has been finalized.

Reed also suggested that faculty begin the process of phoning or e-mailing prospective students of color earlier than last year, when the effort was concentrated on admitted students. Such a shift might generate more applications for admission from prospective students of color. Finally, she indicated that faculty might represent Puget Sound at area college fairs.

Reed reported that for the first time this year admission counseling staff and student affairs staff hosted a reception for new students of color. The group will meet to debrief the event. She also noted, along with Jean Kim, that residential programs staff were attentive to where students of color were placed in student residences such that students of color were not isolated.

Committee discussion of Reed's report included the following:

- Dean Kristin Bartanen's letter to faculty was helpful in generating greater faculty involvement in admission efforts to enroll students of color. Reed will work with Bartanen on reissuing such a letter to the faculty.
- Last year's committee discussions addressed the way in which faculty involvement in such efforts is recognized by the university in the faculty evaluation process. McCullough referenced the practice at Washington State University where every faculty member has to make a statement about his or her contributions to diversity in the annual review process. Might Puget Sound's framework for departmental guidelines on faculty evaluation be revised to include explicit references to the ways in which faculty members contribute to diversity? If Puget Sound is serious about diversity matters, they will become part of the evaluation process. Kim noted that the Diversity Planning Task Force, on which Bartanen serves, might make such a recommendation, though she cannot predict the outcome of the task force's deliberations.

M/S/P to request that Professional Standards Committee (PSC) consider including the faculty member's contribution to diversity as a criterion in the faculty evaluation process.

Reed recapped her next steps--collaborating with Bartanen on another letter to the faculty and forwarding details of the November 20 event to Valentine. Kim applauded the idea of the DOCC. Reed indicated that the activities of the DOCC will be as much student generated as admission generated. Valentine thanked Reed for her comprehensive report and indicated that the committee would be happy to help support the DOCC in whatever ways the students deem appropriate and that the idea of faculty phoning prospective students more than in the spring alone is a good one.

The second agenda item was to receive a report from the crisis response team sub-committee related to the committee's charge: *Complete development and implementation of a crisis response team [CRT] to address incidents related to diversity*. Kim Bobby reported for the sub-committee with assistance from sub-committee members Rosa Beth Gibson and Janet Marcavage. Bobby reported that the subcommittee met on October 19; that she is developing narrative for a rationale for the group; that the subcommittee is in the process of coming up with a name for the group; and that the subcommittee continues to flowchart other university processes. Bobby solicited committee members' ideas about a name for the group, which should be compelling and provoke inquiry. The education process, around themes suggested by the tracking system, should result in members of the Puget Sound community being less and less likely over time to engage in bias/hate behaviors, deliberate or not. Beck indicated that he will chair the next committee meeting and that the agenda will include an update from the crisis response team subcommittee.

M/S/P to adjourn at 9 a.m.

Respectfully submitted,

Rosa Beth Gibson