

**Committee on Diversity  
University of Puget Sound  
December 9, 2005  
Minutes**

Present: Terry Beck (presiding co-chair), Jean Kim, Janet Marcavage, Jim McCullough, Amber Brock, Nell Shamrell, Mike Valentine, Rosa Beth Gibson, Mikiko Ludden, Nila Wiese.

Absent members: Becca Herman, Jesse Zumbro, Yoshiko Matsui, Kim Bobby, Carrie Washburn.

The meeting was called to order by co-chair Terry Beck at 8:05 am. Nila Wiese was named secretary.

Minutes of the November 28, 2005 meeting were distributed.

M/S to approve the minutes was followed by discussion. Terry Beck proposed a correction on the third paragraph: "...faculty from this committee to *suggest* an amendment" (instead of "propose"). Rosa Beth made a typo correction on the third paragraph: should read *routes* instead of *routed*.

The minutes were approved as amended.

Announcements

Rosa Beth announced that the professional development catalog describing January and spring semester opportunities has been distributed to faculty and staff members through campus mail, and that there were specific segments focusing on diversity. She encouraged members of the committee to attend and asked members to invite colleagues as well.

Terry and Jim announced that they had nominated Sally Sprenger for the Staff of the Year Award on behalf of the committee. They summarized Sally's work in increasing diversity on campus through active recruitment of international students. She has also advised the International Club.

Jim also announced that in January there will be 19 Korean students on campus. They are being sponsored by the Korean government and will be here to study English and learn about American culture. UPS students will assist them with translation and they will also participate in events sponsored by the Culture House and the Master of Arts in Teaching.

Report by the Crisis Response Team sub-committee.

A handout containing the purpose and goals of the team was distributed for discussion. The sub-committee is still working on the document, but Janet explained the rationale behind their three goals, the first one is to address the educational component, the second one is meant to prevent bias or hate incidents and the last goal was focused on responding to crises

per se. On the purpose of the team: Rosa Beth suggested the following change: “...lift the burden that is placed on individual students, faculty or staff to address these incidents.”

Rosa Beth went on to explain that the second goal attempts to address trends or patterns by using summary information from Student Affairs’ system for tracking individual cases to establish education programs and a priori actions. Terry suggested that the team could disseminate information on trends to the greater UPS community so that they would be better informed and educated about the issues. Mike wondered about a more informal reporting system of incidents. Jim said this could be captured through a climate survey. Mike asked about student organizations capturing some of this data. Jean said they could, but urged the sub-committee to think about alternative, more informal ways of gathering information. Rosa Beth expressed that the sub-committee’s expectation is that the team’s composition will include faculty, staff, students, etc. to allow for multiple channels of communication. Jean also suggested a web link for reporting incidents. Jim reminded the committee that the original purpose of the crisis response team was to add an educational component, as the university already has other pieces in place (student affairs, legal aspects, etc.). Terry and Mike agreed but also considered important gathering information through other informal channels and using that information to determine trends that could be used to make decisions on educational programs needed. Jim also suggested that the committee members attend faculty events (such as those by the Informal Committee on Teaching) so that we could get a better sense for how diversity is handled by faculty on campus.

#### Discussion of language to incorporate diversity as an evaluation criteria for faculty.

Terry mentioned that current efforts to amend the code made him realize this is a complex and lengthy process and suggested we start by including language in the buff document. Jim agreed but said we should do both: changes to the buff document may be easier and quicker, but it was important to include language in the faculty code itself—the current language provides the grounds for addressing a serious problem like a case of discrimination, but we want language that would take a more proactive approach to diversity. Terry asked input on how to proceed; Mike suggested we target the buff document first and based on that experience target the code later. Jim agreed and suggested we consider making it a charge for next year to institutionalize the issue of diversity by adopting changes on the evaluation criteria contained in the code. Finally, Rosa Beth shared that she had asked input from colleagues at other universities and found that not one of the universities contacted have explicit language that addresses the issue of diversity.

The discussion proceeded to determine specific language that could be suggested to the PSC next semester.

#### *Teaching Section:*

“Students also come to us with diverse social group identities. Effective teachers recognize, value, and welcome differences including personal, cultural, racial, ethnic, and religious. Creating a welcoming and accepting classroom atmosphere is one example of how teachers might welcome diversity.”

Mike said he would have preferred a single encompassing term to include all types of diversity. Rosa Beth suggested that if a single term was not feasible, then it was better to explicitly state all diverse categories (to be taken from the University's policy on harassment). With regard to the last sentence, Jean suggested we think of language that implies a more involving, pluralistic perspective brought about by increased diversity; not just a welcoming atmosphere but one that incorporates diverse voices into the dialogue, addressing the pedagogical benefits of a diverse classroom. Terry echoed this idea. Members will think of alternative language for next meeting.

*Service Section:*

Appropriate language should also be included here; Jim said it was important to let faculty know what was expected of them in terms of diversity. He also suggested we think of language that "encourages" faculty to support diversity. Specific language will be discussed in next meeting.

Terry and Mike will continue to work on potential language and bring suggestions to next meeting. The committee expects to invite a representative from the PSC to our second meeting in the Spring 06.

Next meeting:

- Report by the Crisis Response Team sub-committee
- Changes to buff documents and faculty code to be suggested to the PSC.

Meeting time for Spring 06 was set for Tuesdays at 8:00am. First meeting will be on January 24.

The meeting was adjourned at 9:00am

Respectfully submitted,  
Nila Wiese