

Diversity Committee Meeting	
Date:	Tuesday, February 8, 2005
Time:	8-9 a.m.
Location:	Student Diversity Center
Present:	Terry Beck, Nancy Bristow, Julie Christoph, Marie DeBenedictis, Rosa Beth Gibson, Becca Herman, Priti Jbshi, Yoshiko Matsui, and Carrie Washburn
Agenda:	<ol style="list-style-type: none"> 1. Volunteer Secretary for today' s minutes 2. Review of Minutes: 1/25/04 3. Diversity Announcements 4. Old Business <ul style="list-style-type: none"> Sub-Committee Reports: <ol style="list-style-type: none"> a. Re-forming Student Groups b. Randy Nelson' s visit 5. New Business <ul style="list-style-type: none"> Prioritizing for Spring Budget Use

Co-chairs Bristow and Christoph **opened the meeting**, Matsui volunteered to take minutes.

Minutes from the January 25th meeting **were approved** with a correction to ensure the quotes about faculty' s willingness to participate in Admissions activities was properly attributed.

Matsui and Herman made quick diversity **announcements**.

Old Business. **Re-forming Student Groups**. Matsui reported that the Black Students Union has officially re-formed. The BSU has filed recognition paperwork with ASUPS and will meet weekly this semester. The Community for Hispanic Awareness (CHispA) will be holding an interest meeting to see if there is energy to continue the club.

Old Business. Institutional Research **meeting with Randy Nelson**. On Feb. 22nd, Randy Nelson will be presenting information about the up-coming campus climate survey. Nelson has collected survey instruments from other campuses. Interested parties can view this data at <http://ir.ups.edu/Resources/diversitysurvey.htm>.

Washburn added a item of **old business** concerning Dean Bartanen' s thoughts on the definition of faculty service. Washburn clarified that the Professional Standards Committee (PSC) is the body that makes suggests to the faculty evaluation guidelines. The question was raised if the committee would like to make a recommendation to the PSC affirming the worth of diversity work as service. In the discussions in the last two meetings, there was

not consensus on this issue. Before devoting more time to this discussion, it was suggested the committee prioritize projects for the remainder of the spring term.

New Business. Priorities for Spring. Before prioritizing activities or initiatives for the spring term, Beck suggested reviewing the Committee Charges for 2004-2005 and review the progress.

1. Work with Admissions - This has been accomplished this year in two major ways. The first was the telephone/outreach program that connects prospective students of color with faculty. At the behest of the Committee, Dean Bartanen wrote a letter to faculty asking for more involvement in Admissions work. Committee members Bristow and McCullough volunteered time at an Admissions day for Western WA student of color. Secondly, the committee continued to meet with Melanie Reed and Paula Meiers to brainstorm future collaborations.
2. Support campus diversity work – The committee established a liaison program to enhance communication to existing campus-based diversity groups. Committee members Bobby and Matsui were actively involved in re-forming struggling student organizations.
3. Work HR/others to promote diversity events – This year the committee again offered the “ Demystifying Diversity” workshop during the Jan. Professional Development week.
4. Work Institutional Research –The committee is currently working with Randy Nelson to help shape the up-coming comprehensive campus climate survey.
5. Attend conferences – Several committee members attended the South Puget Sound Higher Education Diversity Partnership 2005 Institute. Other possibilities for conferences are being explored.
6. Develop a Response Team – The sub-committee is in the Information-gathering stage of this project.

After discussion of the progress of the 2004-2005 charges, the conversation returned to the question of faculty service. Washburn distributed a copy of the buff document. It was noted by several members that the rubric of university service as currently described is broad. Discussion continued on whether or not to recommend to the PSC that more language be added that conveys diversity efforts are a part of service. Many positive and negative reactions to this proposal were shared. Among them were:

- Should diversity be added to the list of examples of service, would that then “ ghettoize” the efforts? Would highlighting it in this way lend a negative connotation?

- The list itself communicates an implicit value by the order of examples. Including diversity work higher in the list may give it more “rank.”
- While co-curricular activities count at service, what value does faculty place on this work?

Gibson suggested one way to reinforce the importance of diversity work is to reference the University Strategic Plan. A possible way to do this is to add a line such as “helping to further the university’s strategic goal of recruiting and retaining a talented and diverse faculty, staff, and students.” Washburn suggested that the entire University Strategic Plan be added as an appendix to the Buff document. Christoph raised the question of other facets of faculty evaluations. She stressed that teaching is a major part of evaluations and asked if diversity-related issues in teaching should be addressed. Jshi commented that the committee’s time may be best spent into activities where the efforts can make the best impact and influence. As an example, Jshi asked what can the committee do to recruit more students of color if there isn’t financial aid to meet the student’s needs? The suggestion to send a recommendation to the PSC was tabled.

Budget Use: How can the \$500 budget best be used to help diversity permeate campus culture? In addition to conference funding, other possible budget expenditures were discussed. Gibson suggested the possibility of printing and distributing the University Diversity Statement. Herman noted the popularity of the "I Am Puget Sound" buttons, which were given to first-year students and student leaders at the diversity training at orientation. Budget use will be revisited at a later meeting.

Meeting was adjourned at 9:02am.

Action Items		
<i>Item</i>	<i>Person Responsible</i>	<i>Date Due</i>
Contact student clubs and organizations; schedule attendance at first meeting of spring semester	Each committee member with liaison responsibilities who hasn’t already done so	ASAP
Send Jan. 25 th Minutes to facultycoms@ups.edu .	Matsui	ASAP
Bring camera to next meeting	Herman	February 22

Next Meeting:	Tuesday, February 22, 2005, 8 to 9 a.m., Student Diversity Center
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Respectfully submitted, Yoshiko Matsui