

Diversity Committee Minutes, September 11, 2003

Committee Members Present: (in no particular order) David Macey, David Sousa, Marie DeBenedictis, Natalie Jones, Carrie Washburn, Jane Brazell, Julie Christoph, Kris Bartanen, Devon Biggerstaff, Blairee Notrica, David Scott, Mikiko Ludden, Margi Nowak, Susie O'Donnell, Rosa Beth Gibson

- The meeting was called to order by Carrie Washburn
- David Macey was elected chair by acclamation.
- The first order of business was to decide how minutes would be taken.
 - It was decided that the order used in determining the “scribe” for each meeting would be alphabetical ascending and then descending
 - The minutes are to be typed and then distributed via e-mail to all members of the committee for approval
 - After approval the “scribe” will forward the minutes to facultycoms@ups.edu.
- Changing the time of the meeting was discussed.
 - It was suggested that a time should be chosen that will allow the broader campus to join us.
 - We decided upon Fridays at 3:30 pm. The option to schedule meetings two weeks in a row was left available.
 - Rosa Beth suggested meeting in the Diversity Center; it was discussed and Blaire indicated that he would look into scheduling the Diversity Center for our meetings.
 - The next meeting will be September 26, 2003, at 3:30 pm in the Student Diversity Center.
- A copy of the committee's charges and mission statement from the Faculty By-Laws were distributed.
 - David Macey informed the committee of the changes the Faculty Senate approved for our charges.
 - A question was raised as to when the Harassment Work Group would be meeting next.
 - Kris Bartanen, in consultation with Rosa Beth Gibson, has created a draft based on the Working Group's recommendations.
 - They need consult with the university's legal counsel about the document.
 - It is not known when they will be meeting next.
 - David Macey spoke about the change in charge number one from phone to e-mail.
 - There was discussion about charge number three.
 - Blaire suggested contacting the student groups that had not been consulted last year.
 - David Macey suggested continuing the conversations with different constituency groups on campus in order to broaden the scope of the consultations.
- Natalie Jones asked about President Thomas' involvement with the committee.
 - David Sousa suggested that we have a clear agenda before we approached the president
 - It was asked what steps should be taken to accomplish such a goal.
 - Blaire Notrica suggested setting goals/visions for the year.
 - David Scott asked if there was a protocol for these type of meetings with the president.
 - It was suggested that the president's office be contacted to check on the availability.
 - Carrie Washburn reiterated having a clear agenda before having such a meeting.
 - David Scott suggested the topic of faculty of color.
 - Natalie Jones proposed a clarification of objectives for the committee and suggested that a discussion with President Thomas should be part of a process rather than an outcome.

- Margi Nowak raised the point of considering General charge number six since President Thomas is concerned with community connections.
 - Rosa Beth mentioned that there are already existing links to the community.
- David Macey suggested that our first business item for the next meeting be establishing an agenda for the year.
 - Blaire Notrica and Jane Brazell volunteered to meet with David M. to review the charges and how to begin deciding where to focus.
 - David Macey also asked other committee members to e-mail any ideas they might have to him.
 - David Sousa brought up the thought of an “outcome” to keep an eye on measurable actions.
 - David Scott spoke of expectations from a conversation with the president. How our charges might fit with his vision.
 - It was stated that we need to be clear of our intent.
 - David Macey will call the president’s office to see about getting an appointment with the president. He suggested we also put into some form last year’s accomplishments.
- The meeting was adjourned.

Respectfully Submitted,
M. Jane Brazell