

Faculty Diversity Committee Minutes September 25, 2001

Members Attending: Kris Bartanen, Bernie Bates, Kim Bobby, Nancy Bristow, Rosa Beth Gibson, Margi Nowak, Eric Orlin, David Scott, Carrie Washburn, Ivey West
Guests: Monica Nixon

Bernie Bates called the meeting to order at 9:05 a.m. The minutes of the September 11, 2001 meeting were approved.

Carrie Washburn announced that Desi Turner has been hired in the Associate Deans' office and will manage the <facultycoms> mailbox to which faculty committee minutes are sent. ASUPS President David Bahar continues to work on student appointments to committees; committee members may suggest names to him.

Rosa Beth Gibson announced that she and Kim Bobby continue to serve on a South Sound diversity task force, along with representatives of other community college, technical college, and 4-year colleges and universities in the area. The group is considering a faculty workshop; Gibson and Bobby have consulted with Terry Cooney and may request suggestions from FDC regarding participants or facilitators.

Bates explained that the committee had opened the year by reviewed the charges suggested by last year's committee, but that other items might be added dependent upon the interest of current members.

Gibson noted an ongoing interest in faculty and staff recruitment and suggested an FDC meeting might be devoted to review of recent recruitment efforts; there was consensus that such a session would be helpful. Bobby offered to share a collection of resources on faculty/staff recruitment compiled by the University of Washington.

Ivey West expressed interest in the committee considering mental illness as a kind of diversity and working to raise greater campus awareness about mental illness. Margi Nowak suggested that the term "disability" is problematic in its suggestion that a difference is a pathology and that members might consider Paul Longmore's phrase "different mode of functioning" as a substitute. She shared with the group a short video on labeling which offered the perspective that using euphemistic language "makes a difference seem awful." Eric Orlin expressed concern that if the committee took up too broad a set of tasks, energies would become diffused; he suggested focus on one or a few areas so that efforts could result in some impact. Washburn reminded members of the process by which charges come from the Faculty Senate and of the unfinished business of a campus statement on diversity.

Bates suggested that the committee begin with reports from four volunteers, each of whom agreed to review the background on one of the committees charges. Orlin reported that he had not yet been able to speak to Mike Valentine about the project of faculty telephoning prospective African American students but would provide information to the group prior to or at the next meeting. Bates asked whether this is a project that should continue within the committee's purview or should be "passed along" as a prototype to the Office of Admission for institutionalization.

Bobby reported on the Faculty Support Committee for Access Programs. Julian Edgoose, Ili Nagy, and Nancy Bristow were appointed to the committee and provided important support for faculty involvement in Access work. Development of a speaker's bureau would be a new piece for FDC development. Bates suggested that the support committee is another successful spinoff from the FDC. Bristow noted the value of the committee members as ambassadors to faculty colleagues. Bobby is working on a Gear Up grant and also noted that, while the Access

Programs are designed to increase the number of underrepresented students who go on to any college, two members of the class of 2005 are former Access to College students.

The committee will continue with reports on its charges on October 9.

The meeting adjourned at 9:50.

Respectfully submitted,
Kris Bartanen