

Faculty Diversity Committee Minutes November 20, 2001

Members Attending: Kris Bartanen, Bernie Bates, Kim Bobby, Nancy Bristow, Rosa Beth Gibson, Jacalyn Royce, David Scott, Carrie Washburn, Ivey West

Bernie Bates called the meeting to order at 9:05.

The members present attempted to set a meeting time for spring semester, narrowing the choices down to Tuesday 9-10 or Wednesday 2-3. Carrie Washburn will finalize the schedule and email all members with the new meeting time.

The minutes of November 6 were approved.

Announcements:

Rosa Beth Gibson and Kris Bartanen announced several workshops planned for the January Professional Development Week, including one to be led by Diversity Committee member Margi Nowak. Complete schedule and details will be published by Human Resources. The members present agreed to encourage faculty and staff colleagues to attend these workshops.

Gibson also announced that Human Resources would be offering an online training program about preventing sexual harrassment.

Ivey West announced the Disabilities Awareness Fair, scheduled for the first week of March in the Rotunda.

Unfinished Business:

Diversity Statement:

We discussed the current status of the draft Diversity Statement. Ivey West distributed the draft at the last Staff Senate meeting; Staff Senate will discuss it at the next meeting. The draft statement will also be presented to the Student Senate. Following staff and student input and approval, the final draft will be distributed to the faculty for consideration. We discussed asking that the Student Senate return their feedback to us by February 1, to enable distribution to the faculty with a request to provide feedback prior to Spring Break. This schedule will facilitate the committee's desire to complete the project during the 2001-2002 academic year.

Disability Awareness:

Since the Diversity Committee has charged Ivey West to meet with individual academic departments to discuss awareness of the needs of students with disabilities, including mental illness, we then discussed ways in which we might be able to support her in this project. West will continue to contact departments herself, and the committee will provide back-up when departments hesitate to schedule meetings.

Carrie Washburn asked whether it might be appropriate to include staff workshops in West's charge. West has facilitated such workshops during January Professional Development Weeks. Rosa Beth Gibson noted that the value of these workshops was also reflected in the scheduling of Margi Nowak's upcoming presentation. Gibson suggested targeting those administrative departments that have high student contact, such as those that employ many student workers. West replied that she does work quite a bit with Student Development. Washburn noted that workshops and presentations for staff were valuable instruments for increasing knowledge and improving situations.

David Scott has spoken with the Counseling Center. The Center does not believe that students need more awareness-raising programs about mental illness. The Center already has programs and does extensive training--particularly for RAs.

New Business:

Faculty Diversity:

Bernie Bates reported that he and Rosa Beth Gibson had met to discuss faculty diversity. Bates employed an analogy from para-psychology experiments to describe the situation. When test subjects are asked to guess cards, they are expected to get a certain score based upon random chance. When subjects score above the expected random numbers, the findings are significant. He noted, however, that scoring below the expected random number is equally significant. Following the analogy, UPS's 'score' in regards to number of faculty of color is too low to be considered truly 'random'. The current situation may reflect that UPS is not attracting enough applicants of color to be able to hit even the 'random' target.

David Scott noted that recruitment issues are driven by policy. He cited previous UPS examples of administrative choices to broaden searches and to refuse to close a search when there was not yet enough representation of potential faculty of color in a candidate pool.

Rosa Beth Gibson suggested that she bring information from Human Resources to a Diversity Committee session. HR has collected data about this issue and also takes a 'snapshot' each September of the year's applicant pool. Gibson offered to share information about the recruitment and hiring patterns. She argued that recruitment of a diverse faculty requires a commitment to active searching. One tool would be to identify attractive features of UPS and of the Northwest and use them as recruitment tools towards "selling the place with the focus of making sure that people see our open doors."

The committee decided to dedicate the first meeting of the new semester to this topic. Rosa Beth Gibson will present information from Human Resources at that time. The committee will invite Terry Cooney to discuss the issue at a follow-up meeting. Nancy Bristow noted administrative support and President Pierce's goals for faculty diversity as stated in "Charting The Future." Bristow also noted, however, the apparent lack of will among much of the faculty. Gibson suggested the University of Washington's recruitment handbook as a good resource for ideas and approaches.

The meeting adjourned at 9:54.

Respectfully submitted,

Jac Royce