

Diversity Committee Meeting  
November 30, 2010

Present: Kim Bobby, Dan Burgard, Lynnette Claire, Lisa Ferrari, Pepa Lago-Grana, Susan Owen, Czarina Ramsay, Michel Rocchi, Amy Ryken

1. Announcements

Amy called the meeting to order at 8:30am. She reported that Steven Neshyba, Faculty Senate Chair, asked if the Diversity Committee would like to help with or learn about a proposed project he is developing with Peter Wimberger to bring a significant number of students of color to campus as a cohort—with a support system and other amenities. A major goal of such a program would be to improve retention rates for students of color. Kim Bobby reported that an important focus of the program would also be student leadership development. The committee asked Amy to talk with Steven about speaking at a spring term committee meeting about the concept.

2. One Voice

Kim shared student writings about diversity. The committee discussed the theme of the importance of residential life to students' understanding of diversity.

3. Approval of Minutes

The minutes from the previous meeting were approved.

4. Spring Term Meetings

Jimmy McMichael will create a grid with our teaching commitments for spring term to help us choose a meeting time for spring. The first meeting will be set by the Associate Dean's office, and we will choose a term-long meeting time at that meeting. Committee members agreed to send standing commitments outside teaching commitments to Lisa and Amy.

5. New Faculty Orientation II

At part II of the new faculty orientation, on January 13<sup>th</sup>, the lunch time (12-1:30) will be devoted to discussions about diversity issues. Kim and Amy are working to organize this and invite anyone interested in helping with the planning to attend the planning meeting from 9-10am on December 8<sup>th</sup> in Kim's office. Any Diversity Committee members who can attend the New Faculty Orientation II in January are encouraged to attend.

6. Faculty Hiring and Retention

Although Justin and Mark could not attend the meeting, they sent their notes from their colleague interviews to Amy and she shared those with the committee. Other committee members reported on their colleague interviews as well.

Some themes that arose were the importance of retention of faculty of color, the lack of focus on aspects of social diversity other than race and gender in hiring decisions,

the co-existing concepts of the richness that hiring with diversity as a priority brings and diversity as limiting our hiring choices, the perceived tension of a focus on “merit-based” decisions versus enriching faculty diversity, and the role of student evaluations of teaching in the review process.

Committee members agreed to send Amy their interview notes so that she may compile them for us all.

Amy shared a book that Dean Bartanan shared with her, *Diversifying the Faculty*. It focuses on faculty of color. One interesting fact was that bidding wars for faculty of color are not very common. We then discussed the concept of the “top group” of candidates and what that means in a Puget Sound context.

7. Adjournment

Amy adjourned the meeting at 9:25am.

Special thanks to Lisa Ferrari for providing refreshments.

Respectfully submitted,  
Lynnette Claire