

**Committee on Diversity
2010-2011 Annual Report to the Faculty Senate**

Committee Membership

Kim Bobby, Lynette Claire, Lisa Ferrari, Nadar Heyman (student member, Fall 2010 only), Pepa Lago-Grana, Mark Martin, Susan Owen, Michel Rocchi, Czarina Ramsay, Amy Ryken (Chair), Justin Tiehen (Fall 2010 only)

Committee Activities

Committee Responsibilities Faculty Bylaws and Senate Charges	Committee Activities
1. To serve the university's goal of increasing the social diversity of the campus.	--The committee analyzed the university's diversity statement in relation to revisions suggested by the Coalition Against Injustice and Racism. Nation of origin was identified as an important factor missing from the campus definition of social diversity.
2. To participate in the development of initiatives that enable the university to hire new faculty from historically under-represented populations and to support better the retention and success of such faculty.	--The committee engaged in research about the hiring and retention of Puget Sound faculty. We reviewed existing 10-year data about the retention rate of white faculty (96%) versus faculty of color (50%). Each committee member also sought feedback from two faculty colleagues about faculty hiring and retention at Puget Sound, the responses were compiled and themes were identified (e.g., the co-existing concepts of the richness that hiring with diversity as a priority brings and diversity as limiting our hiring choices, the lack of focus on aspects of social diversity other than race and gender in hiring decisions, the perceived tension of a focus on "merit-based" decisions versus enriching faculty diversity) . The committee read four reports about hiring and retaining faculty of color in the academy and identified themes (e.g., proactive/strategic recruitment, decentralized hiring and recruitment practices, and institutional conceptualizations of diversity as adding more faculty of color versus institutional change and curriculum re-thinking).
3. To work with the President, Vice-Presidents, and the Chief Diversity Officer concerning diversity	--Amy Ryken serves as the Committee on Diversity representative on the Diversity Advisory Council (DAC) and on the Center for Writing Teaching (CWTL) and Learning Race and Pedagogy group.

<p>initiatives that can benefit from faculty presence and leadership, as needed.</p>	
<p>4. To establish liaisons with key university units including staff and student diversity groups to assess strategic needs and work collaboratively in diversity-related initiatives, as needed.</p>	<p>--The committee interprets the breath of the term "initiatives" to include diversity-related initiatives such as the Spanish Matters Colloquium. The committee collaborates with and works to support the work of DAC, BERT, CWTL, and new faculty orientation, the Chief Diversity Officer and Multicultural Student Services.</p> <p>--The committee collaborated with the Staff Senate Chair to discuss how to support staff participation in the Race and Pedagogy Conference.</p> <p>--The committee provided feedback about developing a student cohort program to recruit and retain students from historically underrepresented populations.</p>
<p>5. To work with colleagues to maintain an educational environment that welcomes and supports diversity even as it protects and assures the rights of academic freedom outlined in the Faculty Code.</p>	<p>--Kim Bobby, Lisa Ferrari, Susan Owen, Czarina Ramsay, and Amy Ryken developed and facilitated a workshop for new faculty focused on using teaching narratives written by Puget Sound Faculty members on unintended moments of student spotlighting.</p> <p>--The committee worked to increase the number of faculty narratives by inviting submissions from faculty colleagues.</p> <p>--Kim Bobby, Pepa Lago-Grana, and Amy Ryken planned and participated in a CWTL dialogue entitled, "Who Defines Race Inside and Outside the Classroom."</p>
<p>6. To activate annually a group of faculty, staff and students that will review aggregate data about patterns of bias and hate in our campus community with the purpose of creating educational opportunities for reflection and dialogue.</p>	<p>--BERT was activated in September 2010. Pepa Lago-Grana serves as the Committee on Diversity representative on BERT.</p>
<p>7. To report annually to the Faculty Senate on the committee's work related to diversity goals 1-6.</p>	<p>--This document is our annual report.</p>
<p>8. Such other duties as may be assigned to it by the Faculty Senate. Charge 1: Promote faculty and</p>	<p>--Funding was not offered because the Committee on Diversity has no funding.</p>

<p>student engagement with the Fall 2010 Race and Pedagogy Conference (including offering any funding that might be available from the committee's resources).</p> <p>Charge 2: Increase awareness of and participation in the ongoing efforts with the Campus Climate Survey.</p> <p>Charge 3: Investigate the possibilities of grant writing to support diversity efforts.</p> <p>Charge 4: Create and maintain a website with technical assistance from the Associate Deans' Office that displays courses at Puget Sound with significant diversity content</p>	<p>--The campus climate survey has been postponed until the 2011-2012 academic year.</p> <p>--The committee did not investigate grant writing opportunities because we have not yet identified a specific project.</p> <p>--The Diversity Curriculum Resource (http://www.pugetsound.edu/academics/diversity-curriculum/) is reviewed every 2-3 years. The next review cycle is the 2011-2012 academic year.</p>
--	--

Dilemmas of Committee Work

This committee's responsibilities are described by three broad areas of focus: 1) develop initiatives to support the hiring and retention of faculty from historically underrepresented groups, 2) support campus diversity efforts, and 3) create liaisons with diversity groups on campus. Much of the committee's work is shaped in relationship to a range of diversity initiatives across campus. At times this creates a tension as we respond to the committee's charge while being responsive to evolving initiatives and incidents that impact the campus climate. To better understand the range of experiences of campus community members, we have built a shared dialogue among committee members by engaging narratives written by campus community members (students and faculty). The tension of a dialogue-focus versus an action-focus is another tension of this committee's work. This tension also stems from the variety of initiatives and groups working on issues of diversity on many levels. The committee's dialogue-focused role is amplified by the fact that other entities are responsible for a much more active role in diversity matters and have the resources for their charges, such as the Chief Diversity Officer, the Diversity Advisory Council, the Multicultural Student Services Director, BERT, etc.

Suggested Charges for 2011-2012

--Systematically gather information about faculty attitudes about faculty hiring and retention and suggest initiatives to recruit and retain new faculty from historically under-represented populations.

--Increase awareness of and participation in the ongoing efforts with the Campus Climate Survey.

--Create and maintain a website with technical assistance from the Associate Deans' Office that displays courses at Puget Sound with significant diversity content

--Expand the collection of faculty narratives