

Diversity Committee Minutes

January 27, 1999

Present: Michele Birnbaum, Erin Campbell, David Droge, John Dickson, Peggy Firman, Chuck Hommel, Judith Kay, George Mills, Dori Rosenberg, Carolyn Weisz

Carolyn Weisz called the meeting to order at 10:00 AM.

The minutes of the December 4, 1998 meeting were discussed and approved. Those minutes included two questions prepared by the Committee for presentation to the general faculty. It was agreed that we consider rephrasing those questions.

Carolyn Weisz presented the Faculty Senate's charge to the FDC:

"Assess the progress the University has made in its diversity initiatives since the University Diversity Committee issued its 1990 report. "

She outlined the initiatives from that report:

- I. Increase diversity among students.
 - II. Increase diversity among Faculty, Staff, Administration and Board of Trustees.
 - III. Increase diversity in the curriculum
 - IV. Improve campus climate
 - V. Improve governance, publicity monitoring, and accountability
- (See the 1990 report for more details)

Judith Kay pointed out that then President Phibbs had selected some of those initiatives for further action by the Administration, so some have not been acted upon.

John Dickson suggested we some recommendations in our report as well as our assessment of progress toward these goals.

Judith Kay said she had done a similar assessment several years ago and she would try to retrieve that document for the Committee.

George Mills had several observations:

- In light of current curriculum discussions by the Faculty Senate, we might want to postpone discussion of item III.
- We should look at item IV early since much progress has been made there.
- The passage of anti-affirmative action initiatives brings up the question "How diverse are we and how diverse can we be?"
- We should not get bogged down in the details of individual programs.

Carolyn Weisz proposed we form subcommittees to consider each goal. Each subcommittee would report to the Committee as a whole and present a draft of a portion of the Committee's final report.

George Mills, Erin Campbell, Michele Birnbaum, and Chuck Hommel will be on the subcommittee to assess item I. They will present their report at the March 24 meeting. Rosabeth Gibson will be on the subcommittee for goal II. Judith Kay will work on assessing campus climate (goal IV). The campus climate subcommittee report will be presented at the February 24 meeting.

The Committee then discussed rephrasing the questions it will present to the faculty.

David Droge suggested we offer to prepare the best arguments for and against the options raised in the questions and that we can solicit input from the faculty in general.

It was decided that the questions should be restated as:

1. Is it important to address diversity within the Core Curriculum?
2. Should diversity within the Core Curriculum focus on international study, diversity within the United States, or both?

The meeting adjourned at 11:05. The next meeting will be February 10 at 10 AM in Library 134.

Respectfully submitted,

Chuck Hommel