

**Diversity Committee Minutes
September 29, 1997**

Present: Flo Ariessohn, Kevin Barhydt, Michele Birnbaum, Terry Cooney, Martyn Kingston, Peggy Firman, Chuck Hommel, Henry Johnson, Pat Krueger, Ben Reuler, Carolyn Weisz

Weisz called meeting to order at 2 pm.

Procedure for approving and posting minutes discussed: draft of minutes circulated by email prior to subsequent scheduled meeting; once approved by the Committee, minutes are then distributed as attached file (facultycoms.edu).

Weisz introduced proposed agenda items: Budget Task Force (BTF); Boeing gift; African American Studies hire; Diversity Center; Curriculum; NCBI evaluation; Subcommittee assignments; Diversity Committee purpose.

Members discussed whether or not the Committee could begin conversation about the designation of part of the Boeing endowment reserved for "diversity purposes" before Fall 2000, although a Presidential communication on the subject suggested such discussions would be "premature." Barhydt encouraged early discussion; Kingston suggested linking the Boeing funds to a larger endowment campaign; Cooney reminded the Committee that it was already part of a larger campaign; Weisz agreed to put it on the table as an issue we will prioritize among others.

Weisz noted that the BTF required Committee endorsements or suggestions for proposals by October 27th. Krueger agreed to contact Admissions and Financial Aid (George Mills) regarding upcoming proposals for funding; Birnbaum agreed to contact Rosabeth Gibson regarding Human Resources proposals; Barhydt will research any ASAP's proposals.

Barhydt explained the process by which students are appointed as members to the Diversity Committee and agreed to formalize the procedure for greater clarification.

Weisz discussed Faculty Senate deliberations on proposed charges for the Committee based on what the latter identified as unfinished work last year.

Discussion ensued between Johnson, Cooney, Kingston, Weisz regarding interpretation of and the urgent need to clarify the Committee's charges "to assist" in various student, faculty, and campus concerns regarding diversity, and whether or not the Committee should function as a "think tank" or assume specific plans of action. Birnbaum asked about Committee involvement in the upcoming African Americanist search; Cooney said it was inappropriate procedure for a Committee to be directly involved in any hire but welcomed sound research on faculty recruitment and retention.

Kreuger asked about getting updated admissions and faculty hire reports on the current status of "minority" students and faculty, suggested inviting someone from admission to offer a report at the next meeting.

Weisz put the BTF issue on the agenda for the next meeting, 10/13.

Meeting adjourned at 3:03 pm.

Respectfully submitted,

Michele Birnbaum