

**Faculty Diversity Committee Minutes
November 10, 1997**

Present: Kevin Barhydt, Michele Birnbaum, Rosabeth Gibson, Chuck Hommel, Judith Kay, Martyn Kingston, Pat Krueger, John Lear, George Mills, Carrie Washburn, Carolyn Weisz.

Carolyn Weisz called the meeting to order at 2 p.m.

Minutes of the last meeting were approved with corrections.

John Lear announced a lecture by Ward Churchill on Wed. Nov. 12, 1997, 8 pm, in Kilworth Chapel.

Carolyn Weisz reported that she had presented the committee's proposal to the budget task force.

Carolyn Weisz noted that the senate had declined to act on items suggested in the 1996-97 year-end report from the Diversity Committee. The senate may be referring these back to the Diversity committee for further consideration.

George Mills reported that he had presented the admissions proposal to the Budget Task Force, and thanked the committee for supporting requests for increased financial aid for students of color.

Carolyn Weisz presented the faculty bylaws regarding the diversity committee, and noted that an annual report to the faculty was being proposed as a new bylaw. Discussion followed regarding the proposed annual report, and Weisz suggested that a subcommittee create a draft regarding the bylaws for next week. Michele Birnbaum and Martyn Kingston were appointed to work on the bylaws. Carrie Washburn will forward copies of the "senate ad hoc subcommittee report on the Diversity Committee" to members of the committee. George Mills suggested that the subcommittee also define the need to work towards diversity on campus, and discussion followed.

Reports were requested from subcommittees to decide on what issues the committee should address for the remainder of the year. Chuck Hommel presented questions generated by the Admissions and Retention Subcommittee. A sixth question was added to the list: What does research tell us regarding recruitment and retention of students of color?

George Mills further discussed national vs. local recruiting, stating that a study had been done examining the relationship between student distribution of SAT scores and the score. The authors found that students with high SAT scores were more likely to send their scores to schools that draw a national applicant pool and that those with lower scores tended to apply to schools with local or regional applicant pools. Mills noted that SAT scores are under attack around the country, most notably in California where the SAT is seen by some as limiting access of students of color to the University of California system. Other variables that could be used in the absence of SAT scores are yet to be defined. A validity study will be done here to confirm that the SAT score contributes to the prediction of freshman academic success.

Pat Krueger asked if one should assume that all eligible local students are actually in the SAT pool. Mills stated that high school counselors do a good job of making sure that college-bound students take either the SAT or ACT. He noted that he believes students who are not in the SAT pool are a very complex group to work with.

The Core Curriculum Subcommittee Report was presented by Kevin Barhydt, to be included in the next meeting's minutes. Carolyn Weisz suggested that some sort of report be presented to the faculty during core deliberations. Michelle Birnbaum pointed out that a multicultural "course" may not be the best approach; other approaches and types of components should also be considered.

Michelle Birnbaum presented faculty recruitment subcommittee issues, including: 1) exploring models already in place on campus; 2) researching what other institutions have done; 3) defining what constitutes faculty diversity; and 4) exploring what human resources has done in the past regarding recruitment and retention of faculty.

Due to lack of time, a decision on issues was postponed until the next meeting. Members were asked to come with proposals for how to proceed on a vote as well as preference on issues. Number of issues, timing, and structure are all to be considered.

The meeting was adjourned at 3:04 PM. The next meeting will be held Monday, Nov. 24, at 2 PM.

Respectfully submitted,

Pat Krueger