

## **Faculty Diversity Committee Minutes November 24, 1997**

**Present:** Kevin Barhydt, Michele Birnbaum, Peggy Firman, Rosa Beth Gibson, Chuck Hommel, Pat Krueger, John Lear, Pedro Renteria, Ben Reuler, Carrie Washburn, Carolyn Weisz

Wiesz called the meeting to order at 2 pm.  
Minutes of the last meeting were approved with corrections.

Weisz passed out information on two diversity related conferences and Barhydt noted that the Conference on Race and Ethnicity in Higher Education, which he attended last year, might be more appropriate for faculty and staff to attend than for students.

Reuler mentioned that the Mentor program would have its holiday feast in the Diversity Center on Tuesday, Nov. 25, from 6-9. He also mentioned that the Diversity Center was ending its second year as a pilot program and might ask for the support of the FDC to help assure that it will have space in the upcoming year.

Weisz asked the FDC to consider again the wording of the Faculty Senate "By-Laws" Revision, particularly number six, which in the draft gives the FDC the following duty:

To report annually to the Faculty the University's efforts and results achieved in recruiting and retaining members of ethnic and minority groups on campus. The report shall be presented and published as the Committee deems appropriate.

Concern was expressed by some that providing such a global report would prove overly burdensome to the FDC and keep it from fulfilling its other duties. Others felt that reporting was a useful way to inform the faculty of the extent to which progress has been made in attaining and retaining diversity among faculty, students, and staff, but that rather than be responsible for writing the report, the FDC should simply receive and circulate reports sent to the FDC by the appropriate members of the administration. **A vote approved the second option.** Weisz will work on an appropriate alternative wording to be submitted to the Faculty Senate that would require the FDC to annually solicit and distribute reports on efforts and results achieved in the recruiting and retaining members of ethnic and minority groups on campus from the Academic Vice President, the Dean of Admission, the Registrar, the Dean of Students, and Director of Human Resources.

Discussion continued on strategies for the FDC to follow during the rest of the year. It was agreed that rather than pursue all or two of the three issues presented by subcommittees in the previous meeting (Admissions and Retention; Faculty Recruitment; Curriculum), the FDC would instead focus on one area.

Discussion then began on the area on which to focus our efforts. Factors considered included how we might be most effective and where our efforts might be best received. We quickly agreed to focus on the curriculum during the rest of this academic year and perhaps into the next. One factor determining the choice of curricular issues was the concurrent or subsequent discussion of the Faculty of revisions of the core curriculum; another point made by Renteria was that changes in the curriculum were important to getting students here and getting them to stay; Washburn pointed out that their were administrators working on diversity issues related to faculty recruitment and admissions, but none working on diversity issues related to the curriculum. Firman pointed out that changes in the curriculum would have links to retention and faculty recruitment.

Weisz proposed and it was agreed that the next meeting, Dec. 8, would be devoted to defining the goals (final report, etc.) and structure (subcommittees, etc.) for working on diversity issues in the curriculum, with the Curriculum Subcommittee Report serving as a point of departure. Weisz suggested that members brainstorm questions to address that were not included in that report. Initial additional issues that were brought up included: What is the difference between a "diversity"

or a “multicultural” approach to the curriculum? Should diversity or multicultural approaches be incorporated into existing courses, or should new courses be created? Should new courses be tied to the Core, and if so, should the tie be made for conceptual reasons or because that is where resources are often allotted? What models have been developed at other institutions?

The meeting was adjourned at 2:55 PM. The next meeting will be held Monday, Dec. 8, at 2 PM.

Respectfully submitted,

John Lear