

Diversity Committee Minutes March 5, 1997

Present: Flo Ariessohn, Kevin Barhydt, Rosa Beth Gibson, Henry Johnson, Pat Krueger, George Mills, Carrie Washburn, Carolyn Weisz.

The meeting was convened at 4:00 P.M.

Minutes from 1/29/97 and 2/12/97 were approved.

Henry J. announced campus speakers including Julius Lester. He also announced that the Safe Zone group has invited members of the faculty diversity committee to attend a workshop on the safe zone program on March 10 from 8-9:30 in the Murray Board Room. He explained that after attending the workshop, individuals could place a Safe Zone sticker or label on their home or office.

Rosa Beth G. announced that on March 18th many local restaurants will donate part of the income from patrons to the Pierce County AIDS Foundation.

The committee then discussed recommendations that came to us from the Faculty Senate. Pat K. explained that the Senate is currently getting ready to propose changes in the bylaws. She said that the Senate expressed concerns about adding the positions currently held by Henry J. and Freeda Savage to the Diversity Committee membership because then the Diversity Committee would include 3 representatives from the Dean of Students Office.

Rosa Beth G. asked whether we should request an increase in the number of faculty on the committee.

Pat K. raised the issue of whether the Diversity Committee would function better as a University Committee rather than a committee of the faculty Senate.

Henry J. suggested that a committee of the University VP's might best implement changes to meet diversity goals.

Kevin B., the new ASUPS President, said that students are frustrated about diversity issues. He circulated a proposal, presented a brief overview. We decided to include a discussion of the proposal on the agenda for one of our next meetings.

George M. said that the current committee operates in an organization of shared government which has the advantage of working to create broad consensus and the drawback that things get done slowly. In response to Henry's comments, he said that this kind of institution does not respond well to centralized authority.

Pat noted that a University Committee that reported to the President might be more expedient than the current status of the Diversity Committee. She noted that PLU is currently in the process of putting together a University Committee to discuss diversity issues.

Discussion about the history of the Diversity Committee at UPS followed. Flo noted that the goals of the committee were shared by faculty and non-faculty. Pat recalled that one reason that the committee might have become part of the Senate is because of a concern that faculty did not get credit for service to University committees.

Rosa Beth commented that the committee has existed in some form for a long time, and may have moved to a Senate committee to increase commitment to the issues. George M. said he shared this observation and commented that Phil Phibbs may have created an official committee to draft recommendations. The idea was that the committee might later dissolve or might exist in some form more permanently to make sure faculty's interests were addressed. George asked what we would give up in terms of our ability to promote curriculum alternatives if we were not a committee of the Faculty Senate. Carolyn W. noted that at the Faculty Diversity Committee's previous meeting, we had opted not to take formal action on the current issue of adding a multicultural America component to the core beyond providing support for

proposals brought forward by members of the Faculty, thus the committees current role in influencing the curriculum may be limited anyway. She asked whether or not a University Diversity Committee might have the same ability to raise suggestions and advocate regarding the curriculum.

Carrie W. explained some history regarding the Committee's previous role in changing the wording regarding assessing diversity in courses reviewed by the curriculum committee. Her explanation included a note that two faculty members, Hans Ostram and Bill Haltom, were able to identify courses making up an African-American Studies minor.

We then discussed the proposals sent to Margaret Setchfield by Grace K. (Fac Senate) regarding membership on the Diversity Committee:

The Faculty Senate proposed to strike "an assistant to" the President and leave the rest (she would obviously delegate the job to someone else as she has to George and Judith this time, but she would personally be an ex-officio member). No objection was voiced to that.

We reiterated the request to add Freeda's position and the Human Resources Director (right now she's the same person as the Affirm. Action officer--Rosa Beth), but in the future she might not be.

The Fac.Sen. had questioned whether there might be too heavy a representation by the Dean of Student's office, but George M. said that Judith was one of the President's reps, so she didn't count that way, and Henry did. Henry indicated that he thought that Judith didn't see it that way. This will be clarified.

The Fac Sen proposed to strike the part that said the student members would be selected by ASUPS. We felt we needed clarification of the striking of the line, as we still need someone from ASUPS.

On the discussion about our being a Fac Sen committee vs a Univ committee, there was no decision made.

The meeting was adjourned shortly after 5 P.M.

Respectfully submitted,

Carolyn Weisz and Flo Ariessohn