

Diversity Committee Minutes

April 23, 1997

Present: Flo Ariessohn, George Guilmet, Henry Johnson, Judith Kay, Martyn Kingston, Pat Krueger, Freeda Savage, Margaret Setchfield (chair), Carrie Washburn, Carolyn Weisz.

The meeting was convened at 4:05 p.m. Minutes from April 2 and 9th were discussed, and approved as amended.

Judith Kay asked the committee if we wished her to do the end of the year summary this time. We asked her to do so. There followed a continuation of the previous discussion of a publicity pamphlet about diversity, pro and con. Carolyn Weisz shared a copy of one from another institution. This discussion will be continued next year.

We then discussed the elements of the final report:

1. A recommendation was made that the University publish (on-line) all the events relating to diversity. Martyn K. suggested that perhaps it would be better to include them as part of a full listing of events rather than just diversity, to "de-politicize" the issue.
2. The committee recommends that exit surveys be conducted on all faculty leaving the University, as well as surveys of all untenured faculty, in hopes of getting information useful to the retention issues we have discussed.
3. We discussed the participation of students and faculty in conferences on diversity. Henry J. indicated that the conference participants have contributed to the ABC coalition, but he pointed out that students need to share the knowledge they gain in the conference with more people, which they haven't done so far. Perhaps a reporting requirement would be included, so that students would need to write a report before the money for the conference would be released. Martyn K. suggested that we encourage different students to go each time, especially younger ones, because he has seen the positive influence it can have in developing leaders. Martyn K. also indicated that faculty can have their costs defrayed by giving a paper at the conference. The committee ultimately recommended that a faculty member attend and make a presentation to defray costs.
4. (George G./Carolyn W.) Core curriculum: The committee requests that the Faculty Senate put the issue of the multicultural component of the core on the agenda for a full faculty meeting in early fall.
5. (Pat K.) We continue to request emphasis on recruitment and retention of African-American students.
6. (George G.): We also request that the University continue its efforts on recruitment and retention of other students of color.
7. The committee requests that the University continue its efforts on recruitment and retention of faculty of color.
8. Carrie W. suggested that we recommend to the Faculty Senate that they sponsor broadly-based Open Forums on diversity issues, especially faculty hiring and curriculum. Martyn suggested that we need to coordinate our efforts and get focused towards achievable goals, and get those with power committed to getting them accomplished.
9. Judith K. suggested that we ask the Faculty Senate to request that the administration set up another five year plan. Carrie W. suggested that we should ask that the 1990 process be repeated, but with a new set of goals. The final recommendation was that the faculty senate

request that the President establish an ad-hoc committee to develop a new five year plan for diversity efforts, modeled after the 1990 diversity report.

Meeting was adjourned at 5:10, and shortly thereafter, a informal (and tardy) resolution was passed by acclamation that the chair, Margaret Setchfield be congratulated for the fine work she has done this year.

Respectfully submitted,

Flo Ariessohn