

MINUTES OF 9/12/96 MEETING OF THE DIVERSITY COMMITTEE

Present: (in alphabetic order)

Flo Ariessohn
Rosa Beth Gibson
Rafael Gómez
Henry Johnson
Judith Kay
Brett Kiehl
Martyn Kingston
Pat Krueger
Margaret Setchfield (new chair)
James Vance
Carrie Washburn

The first meeting for the 1996-1997 school year was convened at 3:00 P.M., September 9, 1996. Carrie Washburn announced that the first order of business was the election of the chair. After her election, Margaret Setchfield took over the meeting. It was decided that the secretarial duties would be passed around in alphabetic order, beginning with Flo Ariessohn for today's meeting.

Announcements:

There are still faculty and student positions on the committee to be filled.

It was announced that each session's minutes (written in Microsoft Word) will be sent as an attached file to **FACULTYCOMS@ups.edu** in order to be posted on the UPS Web Page. The minutes will be accessible on the campus-only Web server under "News and Announcements". Agendas are to be sent to the same address as an e-mail message, and they will be sent on to all members.

The minutes of the last session of the committee from last year were approved. After some discussion, it was decided that meetings would be Thursdays at 3:00 in LIB 134, and the next meeting would be 26th of September.

Discussion of the Final Report of the 1995-1996 Diversity Committee:

Pat Krueger (last year's chair) asked members to be thinking about the formation of subcommittees for this year.

Rosa Beth Gibson reported on a workshop held for Department Chairs on faculty recruitment.

Rafael Gómez reported on two new scholarship funds: The Will and Suzanne Thomas Scholarship (aimed at the academically skilled but economically challenged), and the Community Scholarship, an endowed scholarship initiated by Hans Ostrom aimed at students from local community schools.

It was indicated that the newly approved minority faculty research and course release supplement needs to be publicized so that it is used.

Henry Johnson reported on the four-year cycle of the "Year of..." and solicited help with this year's theme of "Gender, Identity and Sexuality". He announced that theme year meetings are every Wednesday at 5:30 and all are welcome. Rafael Gómez announced the first lecture for this year's theme will be Sept. 26 at 8 P.M. in Kilworth Chapel. It will feature Mel White. The same evening, at 6:30, there will be a gala opening and dessert event in the lounge of the Wheelock Center featuring the feminist musical group, "Stella".

Everyone was reminded of the successful workshop last April, "Diversity at the Crossroads".

Discussion of the charges to the committee (see end of the Final Report):

Judith Kay reported that the Faculty Senate encourages this committee to use last year's minutes as a guide to our charges, rather than waiting for guidance. She also announced George Mills' new title, "VP. for Enrollment", with explicit responsibility for retention, and indicated that it may affect the subcommittee, which would then link admissions and retention. Either GM or JK will attend our meetings each time.

#1: recruitment and retention of African-American students:

Committee members were reminded of the upcoming workshop on retention of students of color for Tues. the 17th, 4-8 p.m.

#2: minority faculty hiring:

It was noted that there are no new faculty of color in tenure-track positions, though one Hispanic had been hired in a non tenure-track position. Judith Kay informed the committee that the Office of Institutional Research will be working on the analysis of the data from the Residential Life Task Force Survey done last year. For the first half of the survey they have hired a consultant to analyze the data, and John Finney will be working on the Campus Climate Survey (the second half), expecting to have the results ready by spring. Henry Johnson pointed out that campus climate is an ongoing issue which will need to continue to be addressed.

Judith Kay asked for the appropriate subcommittee to go through the checklist of Minorities on Campus (published by the American Council of Education). Brett Kiehl indicated that the Student Diversity Committee will meet for this coming year and will be able to help us.

#3: African-American Administrator position:

Judith Kay reviewed Freeda Savage's position and her current duties.

Carolyn Weisz pointed out that the issue of curriculum was missing from the list of charges, and, after some discussion, it was decided to add the issue to the list (now #7) without specific wording and deal with the wording next meeting.

#4: Campus climate issues:

There was a discussion of peer counseling/mentoring, and Henry Johnson announced that the Division of Student Affairs has a successful mentoring program which has matched students needing help with volunteer peer mentors.

Judith Kay announced that the Student Diversity Center in the chalets has been formed and will have a ribbon cutting on October 2. Henry Johnson will be the advisor to the group.

It was decided to collapse #4 and #5 from the charges list, and that #5 would involve only participation and promotion of the "Year of..." series.

#6: Work with the Fac. Senate and administrative officers in the development of policies relating to diversity: There was a general discussion of issues.

Discussion of next session's agenda:

Martyn Kingston told the committee that there are different, competing core revision proposals that will be important to this committee. Flo Ariessohn offered to get a copy of Bill Haltom's proposal and invite him to present it if the committee wished. It was decided to start with the written proposals as there would not be time in the next meeting to discuss them. Also, someone will need to be present for the Monday meeting of the Faculty Senate.

Henry J. indicated that we need to discuss Tim Hansen's proposal for the African-American Administrator position as soon as possible because of its relation to funding. It was also noted that Tim Hansen had indicated interest in continuing on the committee past his 3-year term, to finish this proposal. The committee decided to invite him to attend this discussion even if he is not named to the committee.

After much discussion, it was decided that the agenda for the Sept. 26th meeting (3-4 P.M.) would be:

- Appointment of subcommittees
- Discussion of African-American Administrator position
- Discussion of Budget Task Force issues/deadlines/timelines

The meeting was adjourned at 4:39 P.M.

Respectfully submitted,

Flo Ariessohn