

Diversity Committee
9/26/96
Minutes

Present: (in alphabetical order)

Flo Ariessohn, Eileen Balahadia, George Guilmet, Henry Johnson, Judith Kay, Brett Kiehl, Martyn Kingston, Pat Kreuger, Paula Meiers, Frieda Savage, Margaret Setchfield (chair), James Vance, Carrie Washburn, Carolyn Weisz

The meeting convened at 3:00 P.M. on September 26, 1996. Margaret Setchfield (Chair) announced new student members, Eileen Balahadia (APASU President) and Toni Belknap (BSU Vice President), and new faculty member, George Guilmet.

Frieda Savage was introduced and gave a description of Tier 1, Tier 2, and Tier 3 of the Access to College Program. She announced that her position is now 90% funded by the University.

Changes to minutes from meeting on 9/12/96: Carolyn Weisz was added to list of those in attendance. Judith Kay corrected discussion of analysis of data from the Residential Life Task Force Survey to say that John Finney will be working with the residential life task force on the Campus Climate Survey. The phrase "with the residential life task force" was added. Judith also said that the Student Diversity Center in a chalet has been formed, rather than "in the chalets." Changes were approved.

Carrie Washburn announced that the \$10,000 supplement available for hiring minority faculty was explained in a meeting of department chairs. She also announced we are accessing a Ford Foundation minority scholars database to develop lists of potential minority applicants for the faculty searches for this year.

Margaret Setchfield announced that she, Martyn Kingston, and students leaders from APASU and BSU would attend a meeting of the Board of Trustees on October 4 from 10:30-noon to discuss issues concerning campus diversity. She proposed that at the next meeting of the Faculty Diversity Committee, on 10/3/96, members discuss issues to be raised with the Board of Trustees. Judith said that the title of the meeting of the Board of Trustees is "Achieving Ethnic Diversity: Hiring, Admissions, and Retention.

Henry Johnson announced the Gala opening dessert tonight in the Wheelock center, the talk by Mel White at 8 PM tonight, and the opening of the Student Diversity Center in Chalet #1 on October 2.

Flo A. announced a conference entitled "Latino Contributions to Contemporary Society" to be held in Tacoma in April. She will be attending a planning meeting on 10/9.

Martyn K. and Eileen B. reported on their impressions of the summer conference on Race and Ethnicity in Higher Education held in San Antonio. Students serving as Presidents and VP's of APASU, BSU, and CHISPA attended creating a strong and UPS presence. Martyn said he would share conference materials with others who are interested. Judith requested materials for her office that might be useful.

Margaret S. suggested that those who attended the "Pathways to Persistence" workshop share their impressions at the next meeting of the Faculty Diversity Committee. The motion was approved.

Discussion of Subcommittees

Discussion led to the formation of four subcommittees:

1. Faculty Hiring: David Potts, Margaret Setchfield, and Rosa Beth Gibson
2. Admissions, Retention, and Financial Aid: Frieda Savage, Pat Kreuger, George Mills, George Guilmet
3. Curriculum: Carrie Washburn, Carolyn Weisz, Martyn Kingston
4. Campus Climate: Eileen Balahadia, James Vance, Henry Johnson, and Judith Kay

George G. proposed a committee on community outreach. Judith suggested that events linking UPS with the community might be part of Campus Climate. Other activities linking UPS and the community might fall to other subcommittees (e.g., admissions).

There was some discussion about the status of Frieda's membership such as voting status and ability to serve on subcommittees. Margaret will talk to Grace Kirshner (from the Faculty Senate) about this.

Student members Toni Belknap and Raphael Gomez (not in attendance) may join subcommittees.

Discussion of tentative subcommittee agendas for the year

Curriculum Subcommittee: input into discussion of changes in the core; department curriculum reviews; obstacles and incentives to course development relevant to diversity

Admissions, Retention, Financial Aid Subcommittee: Pat K. suggested continuing work on financial aid and letting community know about numbers; Eileen B. suggested looking at specific analysis of what subgroups are represented by the numbers; Margaret S. suggested the workshop on retention next week might raise relevant issues.

Faculty Hiring Subcommittee: Margaret S. shared last year's activities and suggested that communication across campus to all faculty about individual efforts was important. She also suggested that current searches may have parameters that constrain the search and that more flexibility of search parameters may be desirable. George G. suggested linking curriculum issues to faculty hires.

Campus Climate Subcommittee: Judith K. reported on issues and activities from last year including: 1) theme years; 2) NCBI workshops; 3) focus groups; 4) using the Trail; 5) resolving specific complaints; 6) coordinate with student diversity committee and student life committee. Judith also suggested that although lots of programs are in place, we focus on what else is not already being done. George G. asked about efforts involving alumni of color. Judith noted that this might be in part a recruitment issue. She also said that the campus climate survey will raise new issues.

The minutes reflect that the agendas above are tentative first drafts of what subcommittees will work on.

Discussion of agenda for next meeting on 10/3/96

Martyn will be gone in two weeks so discussion of the curriculum core proposals will take place in 3 weeks.

After discussion, it was decided that the agenda for 10/3 (3-4 P.M.) would be:

- Go around the table and share reactions to the "Pathways to Persistence" workshop
- Discussion of budget task force
- Discussion of proposal for African American administrator position
- Suggestions to Martyn, Margaret, and students for meeting of the Trustees

Meeting was adjourned at about 4:15 P.M.

Respectfully submitted,

Carolyn Weisz