

UNIVERSITY OF PUGET SOUND
1995-96 DIVERSITY COMMITTEE

October 18, 1995

Minutes

Members Present: Kim Bobby, Beth Bricker, Douglas Cannon, Galvin Guerrero, Tim Hansen, Judith Kay, Martyn Kingston, Pat Krueger, John Lear, Ray Ludwig (for Rosa Beth Gibson), Margaret Setchfield; Guest, Henry Johnson.

Pat Krueger called the meeting to order at 9:05 am.

Lear and **Kingston** presented a report on the spring conference and panel involving diversity and affirmative action co-sponsored by UPS and PLU. Both Glazer and Takake are able to attend and discuss issues of importance in these areas within the context of the community and the campus environment. There is no intent to focus on higher education at this point. The possible dates are April 3-6 and April 10-13 using 2-3 days within one of the two range of dates. The schedule is expected to include one afternoon and evening at each campus. Each of the speakers would present lecture about affirmative action with a discussion of the history, but not be included in the proposed panel discussion conducted by community and campus leaders. There is a projected cost of \$7000 with UPS being able to contribute \$4000 from various sources on campus. It is unknown what PLU will be able to contribute.

Discussion about the proposed conference raised the concern of soliciting and receiving help from the administration for the logistics of scheduling facilities and events. Concern was voiced about the need for dedicated staff to take care of the details. **Guerrero** suggested that Kieran Nelson, ASUPS, would be able to expertly handle the scheduling. **Johnson** also agreed to help with any organizational matters. **Kingston** reiterated the importance of having the Administration "on board." **Cannon** stated that the endorsement of the Diversity Committee indicates ownership and therefore, we should organize it.

In other business, **Krueger** read the Faculty Senate charge to the Diversity Committee. The list of items include: retention, courses, minority faculty hiring, theme year, change in committee membership, and working with Administration to establish short and long term goals. The charge to the Faculty Student Life Committee includes such items as: campus climate, financial aid and scholarships, housing, ethnic and racial policies, and harassment.

Regarding the sub-committee reports from 1994-95, the campus climate and the minority faculty hiring will be sent back to the committees; the admission and retention of Black students will be filed with the Faculty Senate.

Committee budget reports:

Minority faculty recruitment and hiring reported that their budget considerations would be:

- A budget for consultants to the Diversity Committee, perhaps from the Dean Potts discretionary funds.
- Facilitate research for minority faculty through 1 unit release time and a summer research grant of \$7000-10,000.

A suggestion was made to find matching funds or existing funds from other sources to subsidize the summer grant.

The curriculum sub-committee proposed an expansion of the Burlington-Northern Curriculum Grant. The amount of \$30,000 would be available over a 3-5 year period for development of curriculum around race and diversity. Specifically, two levels of priority would be established: 1) African-American and 2) Gender and sexuality, Native American, Latin American, Asian American, and Pacific Islanders.

The campus climate committee has funding already in the ASUPS and Dean of Students office. To correct the minutes of last 10.27.95, there is a total of \$2600, some dedicated, some discretionary.

The sub-committee will meet the week of October 23-27; the full committee will meet again on November 1 in Library 134 at 9:00 am.

Submitted by Beth Bricker