

UNIVERSITY OF PUGET SOUND
1995-96 DIVERSITY COMMITTEE
November 1, 1995
Minutes

Members Present: Kim Bobby, Beth Bricker, Galvin Guerrero, Tim Hansen, Martyn Kingston, Pat Krueger, John Lear, Rosa Beth Gibson, Rafael Gomez, Henry Johnson, George Mills, David Potts, Jeremy Soine.

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

Announcements:

-Gibson: Attended the American Education Conference on Diversity and has information to share if anyone is interested.

-Lear: Will be attending a diversity and curriculum conference in Seattle with Chris Bartanen.

-Soine: Student Diversity Committee will be hosting a forum about diversity and student recruitment on November 21; call 3380.

-Kingston: The spring conference with guests Glazer and Takake will become a reality on April 10, 11. The planning committee will be conducting regular meetings here and with PLU.

Before discussing the sub-committee proposals for the Budget Task Force (BTF) presentation on November 7, **Gomez** outlined the proposal which was presented to the BTF by ASUPS to improve the retention of students of color. Specifically, the plan is to institute a "Trustee Ethnic Minority Scholarship" (TEMS) (see attached). There was much discussion around the issue of short term commitment versus the building of an endowment which would serve the award better over the long term. **Potts** indicated that financial aid would be a main component of the next capital campaign. In addition, the Bob Ford endowment fund targets the \$4500 financial aid gap for which the TEMS provides and the goal is to raise \$100,000. It was agreed that we would endorse this proposal.

Budget Task Force Sub-Committee Proposals - the following requests were approved for inclusion in the Diversity Committee's proposal.

Admissions and Financial Aid (attached)

-Retain Kim Bobby's position as "Access to College" Director. **Hansen** expressed the importance of having a dedicated administrator of color.

-Added by full committee: As money becomes available from the phasing out of athletic scholarships, apply a percentage or specified amount to financial aid for students of color. It was suggested that since the recovered money will remain in the budget, perhaps a recommendation to the BTF on how to utilize that money would be in order.

Faculty Minority Recruitment/Hiring (attached)

-Develop minority faculty by the release of 1 unit of teaching plus a \$3000 stipend for research.

-Diversity Committee have a \$2000 budget for research, travel, conferences. and consultants.

Curriculum Committee (attached)

-Specify \$30,000 over a 3 year period for 10 grants at \$3000 to assist faculty in researching and developing coursework.

Campus Climate activities have been conducted from the Dean of Students Office and budget. It was suggested that the Diversity Committee provide input on how money is allocated from the DoS Office for diversity programs.

The priority of items for the proposal to be presented to the BTF follows:

- 1 Kim Bobby's position.

- 2 Athletic scholarship money to minority financial aid.
- 3 Minority faculty development with the \$3000 stipend.
- 4 Diversity Committee \$2000 budget.
- 5 Curricular development incentive.

Next meeting: November 8, 1995