

**UNIVERSITY OF PUGET SOUND  
1995-96 DIVERSITY COMMITTEE**

**November 29, 1995**

**Minutes**

Present: Doug Cannon, Rosa Beth Gibson, Rafael Gomez, Galvin Guerrero, Tim Hansen, Martyn Kingston, Pat Krueger, John Lear, George Mills, Jeremy Soine

**Pat Kruger** called the meeting to order at 9:04, a.m. In the absence of the regular secretary, **Doug Cannon** will take minutes.

The minutes of the meeting of November 15 were approved as distributed.

**Pat Krueger** distributed copies of the draft report of the Faculty Senate's Ad Hoc Committee to Review the Diversity Committee. Members should read and review the report for discussion at the next meeting.

The following additional reports were distributed to committee members:

- ¥ Report of the Subcommittee on Campus Climate, dated 11/28/95.
- ¥ Memo from **George Mills** to the Diversity Committee, dated 11/29/95, on Budget Task Force Requests and the Access to College Position.
- ¥ Memo from Steve Thorndill to the Diversity Committee, dated 11/20/95, on Puget Sound Opportunity Grants (PSOG) and Minority Student Financial Aid
- ¥ Updated report of the Subcommittee on Admissions and Financial Aid, dated 11/29/95. Included with the report are responses of **George Mills** to questions raised in the November 8 Diversity Committee meeting.

(By now committee members should also have received--through campus mail--the Report of the Curriculum Subcommittee, dated 11/29/95.)

Access to College Position

**George Mills** reviewed the points of his memo of 11/29/95. The Black Students Union recently held a reception attended by 88 African-American high-school seniors from Tacoma with grade averages of 3.0 or higher. Having a list of these students depended on Kim Bobby's position. As the memo says, **funding for continuation of the position is now assured**. Steve Thorndill has requested that ethnic minority zcholarships be at the level of \$7,000, like trustee scholarships. But they may be set at \$5,000.

**Tim Hansen** suggested that a copy of George Mills' memo go to minority alumnae because it represents a concrete commitment, rather than vague talk. **George Mills** suggested that word

of mouth might be more effective. **Tim Hansen** asked that letters go to at least to certain alumnae, particularly those attending the diversity rally last spring.

### Admissions and Financial Aid

**George Mills** reconciled PSOG figures from two documents--the Thorndill memo and the Subcommittee Report.

### Administration Position for Minority Concerns

**Tim Hansen** presented a proposal to create a visible administrative position devoted to minority affairs. He cited several problems which he thought would be resolved by creating this position, and advantages the position would carry.

- ¥ Retention of minority students
- ¥ Identifying minority problems, e.g., difficulties that African-American students have had with campus climate. (See the memoir from *Harper's Magazine*, "Leaving the Folk," by Phillip Richards.)
- ¥ It would extend a focus to other minorities by giving us an administrative position responsible for African-Americans.
- ¥ We need a well-coordinated diversity program. Many individual things are being done by well-intentioned people, but they are often not known.
- ¥ Recruitment of minority students would be made more credible if there were a minority person in the administration.
- ¥ As for recruitment of faculty, there are a large number of African-Americans who have received Ph.D.'s in Educational Administration. Perhaps we could take advantage.
- ¥ Problems with black alumnae. They have raised the point that there is no black person in a top administrative position.
- ¥ Representing minority students. They find it helpful to have someone to go to.

The question was raised how we would develop a job description. It is important to have proximity to the President and Cabinet.

**Rosa Beth Gibson** advised that we not locate responsibility for diversity on one person's shoulders lest others feel relieved of the concern. She also would prefer that people of color come to occupy existing administrative and faculty positions. **George Mills** said that a number of these functions are ones that Kim Bobby had exercised; now the position she held is a permanent one. **Galvin Guerrero** said that the proposed position would centralize, but not dominate, efforts toward diversity, just as the Dean of Students' office coordinates various

groups in the organization of theme years. **Jeremy Soine** supported the proposal since it would provide more continuity in diversity efforts.

The committee agreed to discuss this proposal further next semester and consider formalizing it.

This is the final meeting of the semester. The next meeting will be held early in Spring semester.

The meeting was adjourned at 9:55.

Douglas F. Cannon,  
(with thanks to John Lear)