

May 1, 1996

To: Faculty Senate

From: Pat Krueger, Chair  
Diversity Committee

### **Final Report, Diversity Committee, 1995-96**

The Diversity Committee met regularly throughout the 1995-96 school year, both in full meetings and in subcommittees. Subcommittees included: 1) Admissions and Financial Aid, 2) Curriculum, 3) Minority Faculty Recruitment, and 4) Campus Climate. Subcommittee reports were forwarded to the faculty senate on December 1, 1995.

Admission and retention of African-American students is critical and currently remains far below 1990 goals. Extensive admissions and financial aid initiatives targeting this problem are included in the reports submitted December 1, 1995 as outlined by George Mills. The admissions subcommittee strongly suggests intensifying African-American student recruiting in Tacoma and at area community colleges.

The committee endorsed the creation of the Community Scholarship initiated by Hans Ostrom this year, an endowed scholarship for African-American students who graduate from Pierce County high schools and who are admitted to the University. Four new minority scholarships were also endorsed, created from existing financial aid funds. Members of the committee participated in interviews for the Director of Access to College position which resulted in the hiring of Freeda Savage.

Minority faculty hiring remains critical and at a stand still during the current hiring year, despite Diversity Committee attention and efforts. To further future efforts, the Diversity Committee's proposal for a \$10,000 minority faculty research and course release supplement was approved, which will begin during the 1996-97 hiring year, and will become part of the Academic Vice President's budget. The committee worked with Rosa Beth Gibson and Dean Potts on documents to make faculty aware of this supplement and to provide suggestions to faculty for generating minority candidate pools.

The Diversity Committee's Budget Task Force requests for continuation and increased financial support for the Access to College position, and for increased financial aid for students of color were accomplished by action of the President through reallocation of existing funds. The committee's Budget Task Force requests for curricular development funds and committee conference and consultant funds were not granted. One faculty member was funded to attend the National Conference on Race and Ethnicity in May-June, 1996.

The "Year of the Asian American" was supported by the Diversity Committee, and a plan for the next four-year cycle of topics was presented by Henry Johnson and approved by the committee. Members of the curriculum subcommittee coordinated an extensive and well-attended two-day conference on April 10-11 with PLU entitled "Diversity at the Crossroads".

The campus climate committee worked with Judith Kay and the Student Life Committee to interpret the student campus climate survey regarding diversity issues. The Student Diversity Committee held a series of student forums for discussion of diversity issues and included Diversity Committee participation. A proposal for a new Student Diversity Center to begin next fall was presented by Judith Kay, and was endorsed and approved by the Diversity Committee.

A proposal for an African-American administrative position to address diversity issues on campus was accepted, discussed extensively, and generally endorsed by the committee.

The Diversity Committee offers the following suggestions to the Faculty Senate for the committee charges in 1996-97:

- 1) Pursue recruitment and retention of African American students;
- 2) Focus attention on assisting the Dean of Faculty, the Director of Human Resources, and departments with minority faculty hiring;
- 3) Pursue and further clarify a proposal for an African-American Administrator position to address diversity issues, before the budget task force deadline in early October, 1996;
- 4) Continue to focus on campus climate issues;
- 5) Work with the Dean of Students in the "Year of ...." Series;
- 6) Work with the Faculty Senate and administrative officers in the development of policies relating to and promoting diversity.