

Diversity Committee Minutes
April 20, 2007

Attending: Rosa Beth Gibson, Ed Cole, Monica DeHart, Heather Clifford, Janet Marcavage, Mike Valentine, Carrie Washburn, Kim Bobby, Jim McCullough, Nila Wiese, Jennifer Tanner

Meeting was called to order at 8:10 A.M.

Chair Nila Wiese asked for comments on or corrections to the April 6 meeting minutes. The minutes were approved with minor corrections. (M/S/P)

The Chair called for announcements and two DTY events were noted for next week. A speaker on women in Islam will be presenting on Wednesday on campus and there will be a Chinese opera performance on Thursday at the Blue Mouse Theatre.

There was a discussion of the year end report of the Committee on Diversity required by the Faculty Senate. It was decided that before any new charges could be suggested a response was needed from the Faculty Senate on the earlier committee request for a review of its role and structure. It was suggested that in the final report the Senate be reminded that we have completed and submitted our self-assessment and that we requested this review earlier in the year. Specifically, it was noted that any coordinating role for the Committee on Diversity would depend on Senate review. It was M/S/P to submit the final report as revised and including this request.

There was discussion of the diversity admissions report and a draft of the report was presented by Chair Nila Wiese. Discussion followed and concentrated on whether there were actually clear and concrete objectives for diversity enrollment. It was concluded that there were not. The committee also discussed how to best recognize the efforts of Admissions staff in diversity recruitment while pointing out the lack of clear and concrete objectives at the university level. The committee agreed that because the report states that there are no concrete and broadly defined institutional objectives on diversity it appears that we are being critical of the work of admissions staff. That is not our intent. The university needs to establish measurable and concrete objectives for diversity enrollment and admission. It was also recommended that the final report recognize that more data and analysis are needed, particularly in the identification of barriers.

The committee M/S/P a motion instructing Nila and her sub-committee to revise the diversity admissions report to reflect this discussion and submit the report the Faculty Senate on Monday as required.

There being no further business, the committee adjourned for the year at 8:55 a.m.

Respectfully submitted,
Jim McCullough