

## **Faculty Diversity Committee Minutes February 27, 2002**

**Members Attending:** Kris Bartanen, Bernie Bates, Kim Bobby, Nancy Bristow, Cameron Dolcourt, Rosa Beth Gibson, Margi Nowak, Eric Orlin, Jac Royce, David Scott, Carrie Washburn, Ivey West.

Bernie Bates called the meeting to order at 2:05 pm.

The minutes of Jan 30 and February 13 were approved.

### **Announcements**

- Tuesday, African American Dance Company, 8:00, Kilworth Chapel, free
- "Can I speak for you Brother?" Tuesday
- Phillip Walker will also meet playwriting class on Tuesday, 10:00 till 11:30.
- Friday, Faculty Instruction gathering at UW Tacoma.
- Michelle Birnbaum and two others will talk on Gender Issues & Curriculum
- Oscar Arias Lecture Monday, MR 4 at 7:30 in the Concert Hall
- Black History Month closing dinner
- Women of Color & Labor, March 1,2 at Evergreen in Tacoma
- Disability Awareness Fair, Wednesday, March 6, 11:00 till 2 P.M. in the Rotunda.

### **New Business**

- Terry Cooney will meet with the Faculty Diversity Committee on Tuesday, March 12 at 9 AM. The committee will not meet at the regularly scheduled time on March 13.
- Rosa Beth Gibson presented data on applicants, hiring and diversity.
  - Data reflects information provided voluntarily by applicants for University employment and resultant hires for calendar 2001.
  - Applicants: 29% of applicants are female, 36% are males, and 35% did not report gender. As for hires: 51% are female, 49% males.
  - Applicants by ethnicity: 4% African American, 0% American Indian, 5% Asian/Pacific Islander, 46% Caucasian, 2% Hispanic, 0% Other, 42% unknown.
  - Ethnic breakdowns for new hires: 4% are African American, 3% American Indian/Alaskan, 4% Asian/Pacific Islander, 80% Caucasian, 7% Hispanic, 1% other.

A discussion ensued regarding why candidates refuse an offer of employment. Can we get a candid answer? Kris Bartanen suggested that HR create a questionnaire that asks candidates for feedback on our recruitment and hiring process, which could include a question on why they declined an offer to work at Puget Sound. As for people of color who apply, the numbers are so small that their responses to the questionnaire would not be statistically significant, but, over time, we would get a better picture.

- Eric Orlin reported regarding the telephoning project. Once the list of accepted students of color is available (MR 10 or 11), how do we get faculty to help with the calling? How info about a student will help faculty when they call? Where? Phonathon room? When? The weeks before or after spring break probably would be best. Will enticements such as pizza help secure volunteers? Eric will continue to work out the details.
- Bernie said that he will attend the Staff Senate meeting on Wednesday, March 13 to discuss the Faculty Diversity Committee's Diversity Statement. Previously, the Staff Senate refused to make a motion to either accept or reject the statement.

Cameron Dolcourt reported earlier that the ASUPS senate accepted the statement without comment or interest. Kris pointed out that the student senate was focused on Budget Task Force information, so the statement probably may not have been a priority item for them at that time.

The meeting adjourned at 2:50.

Respectfully Submitted  
Ivey West