

**Minutes of Faculty Diversity Committee  
October 23, 1998**

**Present:** Michele Birnbaum, David Droge, Peggy Firman, Rosa Beth Gibson, Chuck Hommel, Judith Kay, George Mills, Carrie Washburn, Carolyn Weisz

Minutes from 10/9/98 were approved after amending them so that Peggy Firman's name only appeared once under the list of those present.

Blue Jeans Day (wearing blue jeans to show support for gay and lesbian equal rights) is Wednesday, October 28.

Carolyn Weisz reviewed the Faculty Senate's charges to the FDC and reminded members to keep in mind all of the charges even as we focus most of our attention on two or three of them.

David Droge summarized the discussions of the subcommittee on charge 2 (soliciting broader faculty and student input about issues of diversity in the curriculum). He noted that Jennifer Way, an FDC member and chair of the Student Diversity Committee will do contact work with students. One idea was to have a student forum discussing diversity in the curriculum where students would invite particular faculty members to attend. Droge said that, regarding soliciting faculty input, the FDC's planning might depend on knowing the direction of faculty thinking that emerged from the faculty meeting on 10/20/98. At that meeting, the faculty expressed support for a smaller core which would suggest that the idea of a required course on US pluralism would not receive broad support from the faculty. Droge also noted that it might make sense to ask for time during a Faculty Senate meeting, open to all faculty, to discuss these issues.

Weisz suggested that the FDC solicit input from the faculty through a separate forum before requesting time during a Faculty Senate meeting.

Michele Birnbaum, who is also a member of the Faculty Senate, noted that the Faculty Senate might be considering appointing a subcommittee of its members to consider issues related to diversity in the curriculum such as faculty development seminars and assessment of diversity-related courses by the Curriculum Committee. She also noted that it is not clear from the Senate's 10/20/98 memo on "Proposed Process for Reform of the Puget Sound Core Curriculum" exactly where diversity fits into the proposal for faculty discussion. Multiculturalism is mentioned in the memo under both "Decision Two" and "Decision Four".

Judith Kay suggested that Weisz confer with Bill Haltom to get clarification about when the Senate plans to discuss particular issues related to diversity. Discussion followed and Weisz agreed to contact Haltom.

Kay suggested that it might make sense to make a special effort to invite junior faculty to a faculty forum on diversity and the curriculum. Carrie Washburn said that, indeed, many junior faculty were not present for the most recent discussions by the faculty of these issues. Weisz noted that the forum might solicit input as well as provide clarification about questions such as: What is a course with a US pluralism focus?; What is an overlay model?; What is infusion? Washburn and Droge summarized previous faculty discussions which led to the idea of infusion rather than requirements in the current core. Birnbaum and Weisz noted that some kind of requirement or category of course offerings provides incentives for faculty development and hiring and staffing decisions.

The FDC began formal plans for a faculty forum to be held on Friday, November 20 at 4:00 pm in Wheelock 101. George Mills and Rosa Beth Gibson volunteered to reserve the space, organize refreshments, and obtain invitation labels for full-time faculty hired after 1990-91. Michele Birnbaum and Chuck Hommel volunteered to create invitations for both the faculty at large and junior faculty specifically. David Droge volunteered to work on materials to be distributed prior to or at the meeting. Carrie Washburn and Carolyn Weisz agreed to plan a brief presentation on

diversity and curricular issues at Puget Sound that might provide background for faculty discussion at the forum.

The meeting was adjourned at 5:00 p.m. The next meeting is scheduled in Library 124 at 4:00 p.m. on 11/6/98.

Respectfully submitted,

Carolyn Weisz