

Diversity Committee Minutes
October 13, 1997

Attending: Kevin Barhydt, Michele Birnbaum, Peggy Firman, Rosabeth Gibson, Chuck Hommel, Judith Kay, Martyn Kingston, Pedro Renteria, Carolyn Weisz.

Kingston called the meeting to order at 2:05 p.m.

Minutes of last meeting approved with corrections.

Weisz presented three agenda items:

- The Budget Task Force proposal
- Meeting with George Mills on November 10
- Discussion of the function of the Faculty Diversity Committee

Gibson responded to the committee's earlier inquiry about status of faculty and staff diversity. She reported that four faculty of color were hired this year, three Asian and one Hispanic. Three were hired for tenure-track positions, one hired for a one-year position.

Among the approximately 650 full-time faculty and regular staff at the University, 87.8% are Euro-American, 4.5% African-American, 5.8% Asian-American, 0.8% Native American, and 1.1% Hispanic.

Human Resources prepares an annual report to the Dean describing the proportions of PhD's granted to people of color in various disciplines, the responses received from people of color to our recruiting efforts, and the makeup of the faculty.

Birnbaum asked whether any data is collected from applicants who decline job offers from the University. Gibson replied that no formal procedure is used, but that last year all candidates offered positions accepted.

Gibson said that the University will advertise positions in Black Issues in Higher Education next year. Renteria asked whether other publications are also used. Gibson replied that advertising is placed in the Chronicle of Higher Education and journals in the relevant discipline. Decisions about where to advertise are made in consultation with the departments that have openings. The University also relies on personal contacts to publicize openings. Firman asked whether positions are publicized on the University's World Wide Web page and Gibson replied that they are.

Weisz reviewed last year's Budget Task Force recommendations from the Committee and asked whether we should reiterate any of these recommendations this year. After some discussion, it was decided that item 3 would be reiterated this year. Most other recommendations had already been enacted. Item 3 recommends that increased financial aid be set aside for students of color, particularly African American students. Birnbaum asked why there was an emphasis on African American students. Kay replied that the Committee had set goals for the proportions of students of color on campus and that these goals had been met for all groups except African Americans. Birnbaum suggested that these goals be mentioned in the recommendation.

Weisz reported that George Mills would be available to attend a Committee meeting on November 10. He suggested we prepare specific questions for him in advance rather than have him present a general report. Weisz asked that we prepare some questions for the next meeting and that perhaps a subcommittee could be formed to prepare questions. Weisz also reported that George Mills would welcome input from the committee on questions such as different admission standards for different groups. This brought up the "think tank" model for the Committee and led to the discussion of Kingston's questions about the function of the Committee.

Kingston initiated a discussion of the function of the Faculty Diversity Committee. He distributed a sheet on which two models were proposed. One model characterized the Committee as a "think

tank", focusing on policy analysis and framing diversity questions for the faculty and administration. The second model focused on supporting the efforts of other groups on campus to further diversity goals. The sheet also proposed several other questions about guidelines for the Committee's role and possible goals. A lively discussion ensued, during which the "think tank" model received general support. Kay said that she would welcome Committee input on policy issues but that the Committee should not recommend policies. Kingston suggested that the distinction between framing questions and making recommendations should be clarified. Renteria expressed support for a more active role for the Committee. Barhydt said that, given the time and effort required to collect information and analyze it, the Committee should focus on one or two issues.

Kingston asked Committee members to send him e-mail suggesting revisions and enhancements to the proposal sheet he had distributed. (His e-mail address is mkingston@ups.edu). He will send e-mail to Committee members outlining the discussion for absentees and asking for input.

Further discussion of the meeting with George Mills was postponed to the next meeting.

Kay announced a visit by Dr. Vinetta Jones, Executive Director, Equity 2000. Dr. Jones will be on campus for a breakfast meeting on Thursday, October 23, 7:00-8:30 AM in WSC201. The visit has been arranged by the Tacoma Urban League in partnership with PLU and UPS. Those interested in attending should RSVP Karen at 383-2007 by Tuesday, 10/14.

The meeting was adjourned at 3:15. The next meeting will be held October 27, at 2:00 p.m. in Library 134

Respectfully submitted,

Chuck Hommel