

**Diversity Committee Minutes**  
**April 9, 1997**

**Present:** Flo Ariessohn, Rosa Beth Gibson, George Guilmet, Martyn Kingston, Pat Krueger, Margaret Setchfield (chair), Mark Shapiro, Carrie Washburn, Carolyn Weisz.

The meeting was convened at 4 PM. Minutes from 4/2/97 were approved.

Pat Krueger announced that the recent PBS documentary film on minority faculty is available on reserve in the library AV department.

Members present discussed last week's meeting and conversation with Kris Bartanen and Terry Cooney. Carrie Washburn stated that she appreciated the opportunity to gain a more historical perspective on hiring faculty of color at the university through last week's meeting with Kris Bartanen and Terry Cooney.

Several faculty noted that Kris Bartanen's comments regarding retention of women faculty at the university were significant, and should become an issue of further discussion. Carrie Washburn described a ten-year study conducted by Dean Tom Davis on women faculty who left the university before tenure. Though no overall patterns could be found, it seemed that women who came to Tacoma without a personal support system or family were most likely to leave.

It was recommended that exit interviews be performed for faculty who choose to leave before tenure are currently in process by Kris Bartanen. A formal survey of current pre-tenure faculty was also suggested as a recommendation to the faculty senate for next year. George Guilmet suggested that stress for faculty has increased enormously in recent years, and that a faculty survey might provide important data.

Mark Shapiro encouraged the idea of mentoring current students of color. Rosa Beth noted that mentoring our students might be an interesting idea to consider further, with the intent of encouraging students of color to consider interests in graduate study and the possibility of becoming a professor. Carrie Washburn stated that from her department chair interviews, mentoring systems for juniors and seniors are already in place, and that providing information on mentoring students of color could be suggested to departments.

The committee discussed the marketing and publicity of diversity efforts. It was suggested that diversity efforts are not well marketed or publicized at the University of Puget Sound. Carolyn Weisz suggested that marketing diversity events and efforts in an accessible form for potential and current new students and faculty should be a recommendation to the administration. Rosa Beth Gibson endorsed this suggestion as an administrative responsibility. She agreed that diversity efforts and events should be documented and publicized every year.

Flo Ariessohn and George Guilmet will be attending today's meeting with Henry Johnson on next year's theme year, and they will report back to the committee on this meeting. Several members stated that the Student Life Committee is already working effectively on the theme year events and integration with curriculum. It was noted that a central listing for university events on the Internet with public access would be a most helpful administrative initiative for coordinating events with classes, as well as for marketing university events.

The final meeting of the Diversity Committee will be held on Wednesday, April 23, 1997 from 4-5 PM in Howarth 303 and will address the final report.

The meeting was adjourned shortly after 5 PM.

Respectfully submitted,

Pat Krueger