

UNIVERSITY OF PUGET SOUND  
1995-96 DIVERSITY COMMITTEE  
February 21, 1996  
Minutes

Members Present: Florence Ariessohn, Beth Bricker, Tim Hansen, Rosa Beth Gibson, Rafael Gomez, Henry Johnson, Bret Kiehl, Pat Krueger, John Lear, George Mills, Margaret Setchfield, Carrie Washburn (for D. Potts).

**Pat Krueger** called the meeting to order at 9:05 am.

Announcements:

-Wednesday, February 28: interview with Freida Savage for the "Access to College" position.

**-Krueger:** "Yes" from BTF on \$10,000 for minority faculty hiring, Access to College position, and athletic related financial aid directed toward ethnic minority student financial aid; "No" on \$10,000 curricular development of ethnic minorities incentive and DC fund for member development.

The rest of the hour was devoted to the discussion of **Hansen's** "Proposal For a High-Level African-American Administrator". The "problem-solution" framework of the paper was appreciated and many comments about the philosophy of how change for diversity is accomplished surfaced. Those included:

- DC operates on a cycle of conception and death of work; a change is needed.
- There is good support from Human Resources in faculty and administrative hiring.
- Curricular changes have occurred over the last 20 years from within due to faculty hiring.
- Position of diversity boosts that particular area.
- This position may help achieve the "critical mass" needed to improve the numbers; a 7-10 year position could achieve this, then integrate concepts and techniques into departments and University in general.
- Growth from inside: Access to College position has grown into broader responsibilities; the "organic solution" to "growth by substitution".
- Suggestion that the Access to College position be evaluated annually in terms of responsibilities and effectiveness.
- Delineate responsibilities of position and pass on to Faculty Senate.
- A current Access to College position description will be sent by Gibson.
- The path of the final report should be: Faculty Senate; BTF in Fall '96; implementation in '97-'98.

By consensus the report was received and discussion will continue.

Meeting Dates

February 28 & March 13  
March 6 & 20

Sub-committee meetings  
Full committee meeting

Submitted by Beth Bricker