

UNIVERSITY OF PUGET SOUND
1995-96 DIVERSITY COMMITTEE

March 6, 1996

Minutes

Members Present: Florence Ariessohn, Beth Bricker, Tim Hansen, Rosa Beth Gibson, Rafael Gomez, Galvin Guerrero, Bret Kiehl, Martyn Kingston, Pat Krueger, John Lear, Margaret Setchfield, Carrie Washburn.

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

Announcements:

-Kingston: Publicity is going to press for the AA Conference.

-Krueger: Will not be able to chair the meeting on March 20; Kingston and Lear will co-chair and talk about the upcoming Conference.

-Setchfield: Next meeting of the minority faculty hiring committee is March 21 at 10:00 am in Howarth third floor conference room.

-Guerrero: There will three Diversity Forums for students in the upcoming months.

The schedule for the April 10-11 Conference at Puget Sound and Pacific Lutheran was reviewed and will be presented in detail at the March 20 meeting.

Again, discussion focused on the Hansen paper about the African-American administrator, specifically a Vice President for diversity. The points made this week were:

-Hansen: Access to College position has many responsibilities; there would not be much time to attend to retention and campus climate.

-Krueger: The position is focused on admissions therefore, it might be appropriate to get input from George Mills who could speak to the admissions process for minority students as well as for information on financial aid.

-Washburn: The Access to College position will be changing to place responsibility for students who are here rather than so much emphasis on working in the public schools. The Academic Challenge is the program which begins the recruiting process and the Access to College follows to encourage enrollment at UPS.

-Hansen: The issue of what happens after they get here seems to be critical and involve the campus climate, retention efforts, and career guidance.

-Kingston: A pertinent question about specifically hiring a person of color into the administrative position is whether or not it may be counterproductive because of being too obvious. Perhaps it would be better to hire the position when a high level administrative position becomes available. More socio-economic diversity may improve African-American diversity. An alternative model may be advocacy by all Vice Presidents to avoid the possibility of two political camps emerging within the administration resulting in the designated African-American VP versus the other VP.

-Washburn: The priorities of the capital campaign include financial aid for minorities for the UPS Opportunity grants.

-Hansen: The money is "do-able" if the campus climate is better.

-Gibson: As a reminder regarding hiring guidelines: a particular person cannot be purposefully placed in a position because of a certain attribute unrelated to the job qualifications.

-Krueger: At the next meeting, the members of the administrative staff will be invited to discuss the strategy or process to improve the numbers of African-American students at Puget Sound.

Invited to the April 3 meeting will be Jack Roundy, Julie Neff, and Jack Roundy; George Mills availability will be confirmed.

Meeting Dates

March 27 and April 10

April 3 and 17

Sub-committee meetings

Full committee meetings