

UNIVERSITY OF PUGET SOUND
1995-96 DIVERSITY COMMITTEE
April 17, 1996
Minutes

Members Present: Florence Ariessohn, Beth Bricker, Tim Hansen, Rafael Gomez, Galvin Guerrero, Henry Johnson, Judith Kay, Bret Kiehl, Pat Krueger, Ray Ludwig (for Rosa Beth Gibson), George Mills, Margaret Setchfield, Carrie Washburn.

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

Announcements

- From all**: Thanks to the organizing committee for the "Diversity at the Crossroads" 2-day conference; includes John Lear, Martyn Kingston, Kieran Nielson, Galvin Guerrero, Rafael Gomez, Henry Johnson. **Hansen** will draft a letter for **Krueger** to sign thanking the organizers on behalf of the Diversity Committee.
- From all**: Thanks to Pat Krueger for her leadership as chair of the 1995-96 Diversity Committee.
- From all**: Thanks to Beth Bricker for taking minutes this year.
- Krueger** asked for a representative to the next Faculty Senate meeting, May 6, 4:00 pm; **Kay** will already be there.
- Johnson**: Distributed a request letter for volunteers to assist with the Theme Year of 1996-97 which is Gender Issues. The first meeting of the committee will be May 25 at 4:00 in Wheeler Room 212. This message will be sent to all faculty.
- Krueger**: Passed out a brochure about a Diversity Conference in June 27-30 for anyone interested.

Gomez suggested that alternatives to the NCBI model for diversity training be examined as there seems to be scattered questions as to the effectiveness of the model. **Gomez, Guerrero,** and David Kupferman would act as a team to look at additional ways to provide diversity education to students. **Kay** explained that there is an evaluation procedure after each workshop and a consolidation of those documents is presently being compiled. The evaluations and the responses to the Campus Climate survey, some of which cited NCBI as a vehicle for learning about diversity, can provide some data for the study. **Guerrero** voiced his concern that the "carrot" approach to diversity education is not as effective as the "stick" approach which is more direct. **Kay** pointed out that voluntary participation in diversity training yields more long range benefits than required participation. **Setchfield** suggested a more pragmatic approach for the study might include defining specifically what is to be examined. Both **Guerrero** and **Lear** stated that perhaps curricular options or including readings throughout official Orientation exercises could be used.

Setchfield reported for the Faculty Recruitment Committee with help from **Lear** and others. The important points in the hiring process are: (1) encourage ABD candidates to apply in order to enlarge pool; (2) develop a mechanism for looking at minority ABD candidates; (3) phone interviews provide important information; (4) provide opportunities for candidates to present their best qualities (e.g., ask about areas that had received negative comments from referees, if candidate looks good and file is incomplete, call to obtain missing information.) **Hansen** will reintroduce the document that he wrote last year about a minority faculty hiring plan.

Kay presented a plan for a Student Diversity Center. After meeting with six student campus groups, the plan calls for a two-year pilot study of a center to be located in an A-frame chalet with a student coordinator to be funded from the Dean of Students diversity budget line. **M-Hansen; S-Mills; passed** to endorse the proposal for the Student Diversity Center.

Mills provided some statistics about the admissions for African-American students:

- Will and Susanna Thomas Scholarship fund has helped financial aid
- In 95-96, there were 40 students; in 96-97 there are 44
- Gender ratio of those committed: 4-5 males and 6-7 females
- Change in financial aid policy shows a slight change in numbers
- Financial aid has covered the usual \$4500 gap resulting in better packages
- Students have been helped by current UPS students making phone calls
- F. Franklin has helped and will continue to help with retention

Hansen reiterated his thoughts about the African-American administrator which he proposed in writing last fall and suggested the Diversity Center might eventually provide an opportunity to combine the this position with the Diversity Center coordinator. **Mills** stated that he would be unable to support this concept because he would not want to create a conflict with the Access to College initiative position or increase those responsibilities thereby reducing effectiveness for admissions.

M-Hansen; S-Mills; passed to endorse the concept of the proposal and charge the 1996-97 Diversity Committee to examine, clarify, and propose a similar position in time to be presented to the Budget Task Force in the fall of 1996.

As this is the last meeting of the 1995-96 Diversity Committee, all were thanked and Chair **Pat Krueger** will write a report for the Faculty Senate. It will be presented for their May 6 meeting at 4:00 pm.