

**Diversity Committee Minutes
December 5, 1996**

Present: (in alphabetical order)

Flo Ariessohn, Aileen Balahadia, Rosabeth Gibson, Rafael Gomez, George Guilmet, Henry Johnson, Judith Kay, Bret Kiehl, Martyn Kingston, George Mills, Freeda Savage, Margaret Setchfield (Chair), Carrie Washburn, and Carolyn Weisz.

The meeting convened at 3:00 P.M. on 12-5-1996. The minutes from the last meeting were approved.

George Mills continued his report from the last meeting. He will request funds to support the outreach of our students to local high schools. The issue of travel funds for recruiting students of color from long distances was raised and discussed. Committee members noted that this issue raised questions of administering funds based on such criteria as financial need and merit. A discussion of the relative merits of recruiting locally verses nationally were also discussed in a preliminary way. Freeda Savage noted that there exist many students of color in the local area who meet or exceed our criteria for admission. However, most do not look to UPS as one of their potential choices. She suggested the University might address this issue.

Flo Ariessohn noted the greater difficulty of blending into the campus community of students (regardless of color) living at home. Carrie Washburn also raised the issue of living or not-living on campus and its relationship to success here. A discussion followed and the idea of a mandatory living requirement on campus was raised by Freeda Savage.

Carolyn Weisz requested updated reports on the effectiveness of recruiting efforts on a regular periodic basis. George Mills noted that an early May report can offer outcome information. Carolyn Weisz wanted both process (qualitative) and quantitative outcome data.

George Guilmet reported his conversation with Linda Rudolf, the Superintendent of the Chief Leschi School. She and the other administrators there are open to and excited about the possibility of cooperative relations with UPS. Freeda Savage invited Chief Leschi students to our Access to College Day on Saturday, December 7th. Chief Leschi honors students were given the information.

Chief Leschi is also interested in having UPS students base internships, independent studies, honor's theses, and senior theses on their main campus and Community School. Ron Albertson is making a permanent list of this internship possibility in his file.

Margaret Setchfield opened a wide-ranging discussion of the role and function of the Diversity Committee. The students, faculty, and administrators on the Committee discussed the possibility of a move away from micro management of diversity efforts to the consideration of significant policy issues. This lively discussion will continue in the first meeting of Spring Semester 1997.

Margaret Setchfield asked Committee members to do the following by December 20th, 1996:

- 1) send Patti Krueger available meeting times for Spring Semester 1997, and
- 2) send Margaret Setchfield via e-mail a list of potential policy issues to be discussed beginning Spring 1997.

Respectfully submitted,

George M. Guilmet