

**COE – COMMITTEE ON DIVERSITY**

**December 13, 2006**

**9:00 - 11:00 am**

**Everly Hall 123 A/B**

**MINUTES**

Present: Jeff Moniz (Vice Chair), Margit Watts, Joanne Yuen, Denise Ah Sue, Peter Leong, Morris Lai, Rhonda Black, Eileen Tamura, Brenda Cartwright

Absent: Steven Brown (Chair), Eomailani Bettencourt, Patricia Halagao (Maternity Leave fall 2006), Thomas Conway, Joanne Cooper

Guests: No guests were present

<b>Topic</b>	<b>Discussion</b>	<b>Decision</b>
Review and Approval of Minutes	<ul style="list-style-type: none"><li>▪ Motion to accept minutes of November 8, 2006 Diversity Committee Meeting (Tamura)</li><li>▪ Seconded (Leong)</li></ul>	Motion passed unanimously
Updates	<p><b>Celebration of Giving – <i>Rhonda Black</i></b></p> <ul style="list-style-type: none"><li>▪ Event is going well</li><li>▪ A cart has been placed in hallway for drop off of items</li><li>▪ Pictures have been taken and submitted for the Diversity Committee website</li><li>▪ It has been suggested that the Diversity Committee will be rotating members. A new member will need to be trained to take over the Celebration of Giving (Leong volunteered to help)</li><li>▪ Still accepting donations - anything that can help set up an apartment (clothes, household items, toys, etc.)</li><li>▪ Items will be dropped off at Child and Family services</li></ul> <p><b>Charge from Faculty Senate Diversity Committee for 2006-2007</b> <i>How do we progress towards the reporting stage?</i></p>	

*Goal: Produce a report for the Senate by the end of next spring.*

- A time-line needs to be set up

Member suggestions

- Narrow scope of items to be reported
- According to the last meeting Committee was to talk to all the departments and look at admission/recruitment policies
- E-mail was sent by Steve Brown to department chairs requesting information on admission policies
- According to the last Senate meeting only 2 responses have been received
- Committee focused on the Admission and Recruitment of both students (undergraduate and graduate) and faculty
- Does the committee have current enrollment levels?
- Need to have good data prior to making good recommendations
- Suggested that Committee members go to their departments and get information on admission policies
- IRO data was going to be verified
- Committee should place importance on policies for retention
- Investigate reasons for students and faculty leaving the University
- Suggested that Steve Brown resend the email asking for admission policies while also giving Department Chairs a deadline.
- Forward email to Committee Members so that they can go to their individual departments to gain the information
- Suggestion that COE advertise positions in more places
- COE advertises in the Chronicle of Education
- Not advertising in publications that

	<p>reach a diverse population</p> <ul style="list-style-type: none"> <li>▪ Advertising in assorted publications often costs a fee</li> <li>▪ Committee Suggest that a priority be placed on placing ads in other publications even if a fee is charged in order to increase recruitment efforts from a diverse population</li> <li>▪ Include suggestion in initiative section</li> <li>▪ Committee should also suggest which publications that the COE should advertise in</li> <li>▪ COE should go beyond traditional ways of recruitment</li> <li>▪ Gather data, establish a baseline and look at trend</li> <li>▪ Why does every department have such different procedures?</li> <li>▪ Who is in the high schools encouraging students to go to the college?</li> <li>▪ Students do not come into COE until junior year</li> <li>▪ Many students transfer in from community colleges and do not enter UH until their junior year</li> <li>▪ Is the University making the transfer students transition easy or more difficult?</li> <li>▪ The traditional student makes it through the system but some from historically underrepresented ethnicities do not make it.</li> <li>▪ Can the COE help with the transfer students transition</li> <li>▪ Neighbor island students have a hard time getting all their classes completed</li> <li>▪ Working with community colleges may be important</li> <li>▪ Niki Libarios is working on a study looking at community college and how students perceive them as a more inviting environment</li> <li>▪ Mission of a university is exclusion</li> </ul>	
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	<p>while the mission of a community college is enrollment</p> <ul style="list-style-type: none"> <li>▪ Suggestion to Committee: Each member on Committee should look at what they research and report</li> <li>▪ Respond via email to what part of investigation each committee member will be helping on</li> </ul> <p><i>General subject outline</i></p> <ul style="list-style-type: none"> <li>▪ Current Faculty demographic</li> <li>▪ Current student demographic</li> <li>▪ Faculty recruitment and retention</li> <li>▪ Student recruitment and retention</li> <li>▪ Student admission</li> <li>▪ Student articulation</li> </ul> <ul style="list-style-type: none"> <li>▪ Topics will be placed on WebCT</li> <li>▪ Discussion topics will be set up</li> <li>▪ Presentation of findings will be held at final Senate meeting</li> </ul>	<p>Leong will follow up</p> <p>Leong will follow up</p>
<p>New Issues</p>	<p><b>Robert Moses Visit</b></p> <ul style="list-style-type: none"> <li>▪ Co – sponsoring Robert Moses visit</li> <li>▪ Patricia is willing to take lead but asking for co-sponsorship</li> <li>▪ Motion to co-sponsor Robert Moses (Watts)</li> <li>▪ Seconded (Black)</li> </ul> <p><b>Other Issues</b></p> <p><b>Second Winter Institute on Black Studies – Brenda Cartwright</b></p> <ul style="list-style-type: none"> <li>▪ Jan 11-12,2007</li> <li>▪ Telling the Story: Blacks in America and the Pacific</li> <li>▪ <a href="http://www.fad.com">www.fad.com</a> to get information</li> <li>▪ college co-sponsored the first one</li> <li>▪ Cartwright will check on college sponsoring event again</li> </ul> <p><b>Think Tank – Margit Watts</b></p> <ul style="list-style-type: none"> <li>▪ Event went very well</li> <li>▪ Publication will come out of it</li> <li>▪ A second event will be planned, making it an annual event</li> </ul>	<p>Motion passes unanimously</p>

Next Meeting	Determine next meeting over WebCT	
Adjourn	Meeting adjourned at 10:28 a.m.	