12-4-2002

Faculty Senate Monthly Packet December 2002

Portland State University Faculty Senate

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Holiday Reception to follow immediately after the Senate Meeting at the Simon Benson House

SENATORS ARE REMINDED TO FORWARD THE NAME OF HIS/HER ALTERNATE TO THE SECRETARY TO THE FACULTY, AS SPECIFIED BY THE PSU FACULTY CONSTITUTION, ART. V., SEC. 1., 3).
### 2002-03 Roster: FACULTY SENATE

#### Presiding Office: S. Gelmon

### Steering Committee: J. Rueter, P. Wetzel, C. Wollner & Jian Wang (Comm on Comm Chair) Ex officio

#### 02-03 PSU FACULTY SENATE

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#### Interim appointments indicated with an asterisk

*November 14, 2002*
TO: Senators and Ex-officio Members to the Senate  
FR: Sarah E. Andrews-Collier, Secretary to the Faculty

The Faculty Senate will hold its regular meeting on December 2, 2002, at 3:00 p.m. in room 53 CH.

AGENDA

A. Roll
*B. Approval of the Minutes of the November 4, 2002, Meeting

C. Announcements and Communications from the Floor
   President’s Report
   Report of President’s Initiative on Diversity- Lieberman

D. Unfinished Business
   1. Amendment to the Constitution, Art. IV., m)
   2. Vision, Values, and Priorities – Burns/Cress

E. New Business
   None.

F. Question Period
   1. Questions for Administrators
   2. Questions from the Floor for the Chair

G. Reports from Officers of the Administration and Committees
   Provost’s Report
   1. *Faculty Development Committee Semi-annual Report – Ketcheson
   2. Sustainability Initiative Presentation - Ervin

H. Adjournment

*The following documents are included with this mailing:
B Minutes of the Meeting of November 4, 2002
C Report on the President’s Diversity Initiative
D1 Proposed Amendment to the Constitution, Art. IV, m)
G1 Faculty Development Committee Semi-annual Report
PORTLAND STATE UNIVERSITY

Minutes: Faculty Senate Meeting, November 4, 2002
Presiding Officer: Sherril Gelmon
Secretary: Sarah E. Andrews-Collier


A. ROLL CALL

B. APPROVAL OF THE MINUTES

The meeting was called to order at 3:05 p.m.

The minutes of the PSU Faculty Senate Meeting of October 7, 2002, were approved as published.

C. ANNOUNCEMENTS AND COMMUNICATIONS FROM THE FLOOR

CLAS and OI are directed to caucus during the meeting to select new members of the Committee on Committees.

BRODOWICZ made the following announcement regarding collective bargaining,
"Members of the PSU Faculty Senate, you're all well aware of the important role that shared governance plays in higher education. Along with academic freedom, it is one of the cornerstone principles upon which the AAUP was formed almost 100 years ago, and it is still an essential part of a strong university.

The Faculty Senate plays a critical role at PSU, but I believe that the role of the faculty in shaping the future is only partially fulfilled here in the senate. I'd like to suggest another opportunity for you to have a significant impact on the university life, and that's through the collective bargaining process, which makes a difference on issues related to the terms and conditions of employment, dispute resolution, and compensation, among others.

Your elected faculty representatives at PSU-AAUP are currently going about the task of putting together a group of faculty to help guide this process early next year, and I'm here to invite you to seriously consider taking advantage of this opportunity.

If you've ever wondered about this process or have an interest in finding out about this way that you can make a meaningful contribution as a faculty member at PSU, I hope you will consider joining us; I have no doubt that you'd find it an enlightening and rewarding experience.

Questions about how to get involved in this important effort can be brought to Julie Schmid or Susan Cerasin in the PSU-AAUP office, or members of the Executive Council - particularly Jacqueline Arante, who is your Vice-President for Collective Bargaining. We would appreciate it if you would inform your colleagues about this opportunity."

Additions/corrections to today's Agenda:

Added to the day's agenda: E.3 Resolution for Political Dissent

Correction: "G1" should be numbered "E3"

Changes in Senate and Committee Memberships since June 6, 2002:

Yves Labissière has resigned from the Senate, eff. October 15, 2002.

President's Report

None

D. UNFINISHED BUSINESS

None

E. NEW BUSINESS

1. Vision, Values and Priorities
TETREAULT noted it is a pleasure to bring the proposal ("E1") to the Senate for review, an objective since the planning process began over a year ago. The vision and values statements forwarded today represent changes in the draft since the faculty focus groups were conducted last spring. The vision statement is aspirational, and the values statement and priorities should align with it. The committee membership is listed on the PSU Portfolio web page. TETREAULT took questions regarding the document.

DAASCH noted that there is only one specific target goal, regarding externally funded research, and others are not there. TETREAULT stated that other targets, particularly with respect to enrollment management, are TBN.

WETZEL/BURNS MOVED THE SENATE APPROVE the Steering Committee recommendation attached to the report:

That an ad hoc committee of five senators be charged to receive comments from the members of the faculty Senate regarding the proposed statements of vision, values and priorities presented by the Provost, and report back to the December 2002 meeting of the Faculty senate with a recommendation for Senate action.

GELMON indicated that the Steering committee envisions this ad hoc committee to take input by email, and be a listening post for the Senate.

THE MOTION PASSED by unanimous voice vote.

GELMON stated that the Steering Committee has selected the following Senators, representing breadth of Senate divisions, for committee membership: Scott Burns, Alan Cabelly, Ethan Seltzer, Christine Cress and Cynthia Brown. Burns will coordinate email at burns@pdx.edu. The item will be returned to the Senate at the December meeting and will not be in the Agenda mailing.

2. Proposed Amendment to the Constitution, Art IV., m).

WETZEL/BURNS MOVED THE SENATE APPROVE the amendment, with the committee name changed to read: Educational Policy Committee.

WETZEL noted it is useful to discuss the relationship of this committee with Academic Requirements Committee, for example, the activity around Markers last year probably would have gone to this committee, whereas it went to ARC.

RUETER asked if a separate vote will be taken to reactivate the committee. ANDREWS-COLLIER stated yes. GELMON recommended the Senate wait for that vote until after the amendment is approved. AGRE-KIPPINHAN asked when that would take place. GELMON stated the Steering Committee’s goal is for the committee to be re-activated as soon as possible.
DAASCH noted that when the committee merger took place in 1991, the planning title was deliberate selected, but now the other title is being selected to replace that. GELMON noted that the name was found to be sometimes misleading, especially as in the present case while the Provost is engaged in a planning initiative.

According to the PSU Faculty Constitution, Art. VI and VIII., the motion will be transmitted to the Advisory Council for review, to be returned to the Senate meeting on December 2, 2002.

3. Access, Costs and Enrollment

GELMON noted that after reviewing suggestions made during the brainstorming activity at the last Senate meeting (see Minutes, October 7, 2002, E.2., p. 4), the Steering Committee identified three issues that are not being addressed by Senate committees, access, costs, and enrollment, which are interrelated. The Steering Committee is, therefore, forming an ad hoc committee, John Rueter, Chair, to review these issues and return a determination as to approach to the Senate in January.

GELMON solicited volunteers from the floor. Grant Farr and Steve Reder volunteered.

4. Resolution for Political Dissent

KING introduced the resolution (attached):

"First, let me say thank you to Sherril Gelmon and the executive leadership of the Faculty Senate for allowing me to submit this resolution relatively late in the agenda setting process for this meeting. Second, without taking too much of your time, I’d like to give you a brief bit of background, and introduce Barbara Dudley, who is bringing this resolution to your attention with me. Then we’ll open the floor for discussion.

As you know, the political atmosphere has changed in this country since the attack on the World Trade Center and Pentagon, in ways that are frequently disturbing. That these changes have meaning very locally was brought home to both Barbara and myself quite vividly upon learning of the situation of some of our former students, whose present circumstances prompted us to draft this resolution. As I mentioned in my e-mail message to all of you, we have recent PSU alumni who are charged with arson, but who face sentences of up to 80 years each and who are severely constrained as they await their trial, because their alleged actions are being framed as terrorism—although the crime with which they are charged involved no injury or loss of life.

The resolution we’re bringing to you today does not focus directly on their case, but more generally on the political atmosphere in which we all find ourselves today—one which directly contravenes the encouragement of legitimate civic engagement—and where appropriate, political dissent—that we express as a faculty and university. Before I turn the floor over to Barbara, let me say that several of you have been helpful in improving the resolution that I originally sent out to all of you, and the AAUP has passed a slightly modified version of this resolution. What I’m going to put up on the overhead shows you a revised version of the resolution that
incorporates some of the thinking and concerns that people brought to us. I’ll also pass this out as a handout, so that you can clearly see what it is that we’re now asking you to pass, along with the comments of Craig Shin--our Presiding Officer Pro Tem, who couldn’t be here this afternoon. As I’m doing that, I’ll turn the floor over for a few minutes to Barbara Dudley, adjunct faculty in Urban and Public Affairs, and a lawyer, and so a person trained in the wording of these things! Thanks a lot!”

KING yielded the floor to Barbara Dudley, CUPA, who stated:

This resolution is not about any specific case, but about civic engagement and democracy. We all know that it is much easier to defend civil liberties when there is no external threat, no impending or actual war. Talk of war conjures up the need for suspension of normal political life. That is bad enough in a war of the conventional kind, but this war against terrorism has no definable end. As a result, it is spawning the sort of fear mongering and name calling that the Cold War did, except that political dissidents are not being called communists anymore. They are being called terrorists. Terrorism has become the new “ism,” the new label for dissidents.

When Congress was being asked to pass the USA PATRIOT Act, in the wake of the Sept. 11 attacks, there was some questioning of some of its provisions, including the authorization of surveillance of citizens and organizations when there is no allegation of criminal activity. The Attorney General stated bluntly to a Senate Committee that those who questioned the government’s actions were giving aid and comfort to the terrorists. In the year since, some federal courts have challenged the government’s position. A federal appeals court rejected the Attorney General’s insistence that deportation hearings be held behind closed doors, reminding the Administration that, “Democracies die behind closed doors.” Here in Portland, when the Assistant US attorney and Portland’s Police Chief asked recently for a harsher sentence for a man found with weapons in his car because he was a Muslim, and had a photo of Bin Laden in his home, Fed. Dist. Judge Anna Brown refused to sentence the man for more than his actual crime, saying, “That is not the country we live in.”

The PSU students that Mary referred to are accused of arson of a single truck, worth $50,000. Why is their charge not simply arson or vandalism? Why are they facing 80 years in prison? Because their case is being called “ecoterrorism,” because they are activists, with an alleged political motive for their actions, and their indictment was sought by the Portland’s Joint Terrorism Task Force. They have been ordered not to speak to any other environmental activists while on pretrial release and advised by the judge that any contact with other activists would likely be monitored by the FBI.

**NOTE – There is no recorded transcript from here.**

The definition of terrorism used by the JTTF is expansive: “use of force or violence against either persons OR property to intimidate or coerce a government or the civilian population in furtherance of political or social objectives.”

**NOTE – Recorded transcript resumes here.**

Anyone who provides material support to an allegedly terrorist organization, even when that organization also has legitimate political ends, is deemed also to be engaged in terrorist activity. When the organization in question is Al Qaeda few of us quibble, but when the sweep comes to includes avowedly nonviolent environmental or peace organizations it starts to strike very close to home.”

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DUDLEY concluded by reading from Craig Shinn’s statement, attached to the resolution.

KING/KRISTOF MOVED THE SENATE ADOPT the resolution (E,4,).

DAASCH stated that while the spirit of the resolution is admirable, connecting it up with arson makes it difficult to support.

____ thanked the proposers for forwarding the resolution.

LUCKETT noted there is certain confusion between the resolution and the narrative given here. If the resolution is about political dissent, what other incidents do the proposers have in mind, which the resolution would address.

DUDLEY stated that one example is that everyone in contact with the three former PSU students mentioned here, are also being shadowed by the FBI, according to statements made in court. KING noted that, granted arson is illegal, but can that be called terrorism and should someone receive an 80-year sentence for it. LUCKETT asked why the resolution isn’t about excessive sentencing, then.

RUETER noted he supported the resolution, however, he questions whether “ecoterrorism” is a word related to terrorism, for example, it could be used for a logger who cuts down a tree. DUDLEY noted that the President of the United States recently referred to a potential strike by Longshoremen as "economic terrorism" etc.

REDER noted he strongly supports the resolution, however the discussion indicates a veiled reference to a particular case which might undermine the impact of the resolution. He recommended striking reference to that case.

KING stated she could accept striking references to "ecoterrorism."

REDER asked, also, if particular reference needed to be made to the loss of property. DUDLEY stated that the indictment did not reference “ecoterrorism” although the word was used in the court proceedings. She stated, also, that the word is Oregon’s contribution to the debate. KING stated that the intent is to describe what would legitimately be described as terrorism. REDER reiterated that citing a particular case is of concern and that paragraph #5 doesn’t add much.

ARANTE asked if there are concrete plans for the life of this resolution after today, or it won’t mean anything. KING stated that it will be forwarded to other groups, for example AAUP and ASPSU, for endorsement, and then sent out to public officials and the press. DUDLEY state that the student body is the most important audience. She noted she has direct experience of her students being intimidated and being fearful. Faculty are here to encourage democratic participation and need to make a statement to that effect.
HALL stated he has strong feelings about the form, and is concerned about something representing "me" in faculty neighborhoods. It is still about the illegality of the actions regardless of how it plays out. We have to think not only about what we would like to see but how we get there and the effect this will have on the community at large, especially the people who send their sons and daughters here.

WATTENBERG stated he supported the resolution and that it doesn't condone illegal activity. HALL stated he couldn't totally agree, given the wording of the resolution. Destruction of property is terrorism, regardless, to many of our audience.

BROWER stated that it is the job of the university to educate the public about terrorism vs. vandalism.

NASH noted that paragraph #4 is acceptable but paragraph #5 is fuzzy, because there doesn't appear to be a legal definition of terrorism. If we make it clear that the resolution is talking about non-violent political dissent, he can support it.
KRISTOF stated she agreed with suggestions for deletions in paragraphs #4 and #5, but questioning patriotism and deliberately excessive sentences are relevant points. GREGORY noted that there is a general theme here that injury and loss of life are getting off topic. DUDLEY described the prior definition of terrorism from international law.

ROSENGRANT supported the deletion of paragraph #5. BROWN agreed with the general premise that the word terrorism is being overused, but urged that faculty don't want to be in the position of condoning lawbreaking as a means of political dissent.

KRISTOF/RUETER MOVED TO AMEND the proposed resolution, paragraph #5, with the deletion of "...when referring to persons accused of crimes which involve no injury or loss of life..."

RUETER stated he supported the amendment, even though it involves breaking the law. Laws are going to be broken as things stand. We will need to have this dialogue sometime in the city of Portland.

THE QUESTION WAS CALLED.

THE AMENDMENT PASSED by majority voice vote.

BURNS inquired as to the urgency of the resolution, and suggested that the Senate return the item next month. DUDLEY noted that there is nothing to be gained from postponing. CRESS stated she has polled her colleagues and agrees that there is no reason to postpone. Her department supports this resolution. CRESS
offered the friendly amendment, that “and staff” be added to paragraph #7, line #3, after “faculty...” which was accepted. _____ urged that the item be concluded at this meeting, because postponement could delay adoption by other groups, to whom it is being forwarded. PALMINTER supported passage at the meeting, expressing concern that if much more time were spent on refining the resolution, then the quorum would be lost.

MOTION TO CALL THE QUESTION.

THE MOTION TO CALL THE QUESTION PASSED by 43 in favor, 15 against, 2 abstentions.

THE RESOLUTION AS AMENDED PASSED by 46 in favor, 9 against, 4 abstentions.

F. QUESTION PERIOD

There were no questions.

G. REPORTS FROM OFFICERS OF THE ADMINISTRATION AND COMMITTEES

Provosts Report

TETREAULT noted that enrollment at 4th week is 21,841, an increase of 8.2% over last year. The Senior Enrollment Management Team has addressed Access, Costs and Enrollment, and would be willing to provide a copy of that report to the just-formed ad hoc committee of the Senate on that subject.

ARANTE asked for an interpretation regarding the difference between this and last month. BURGESS noted that Extended Studies patterns have been different from last year.

Vice President’s Report on the Capital Campaign

WITHERS presented the report with overheads (attached). December marks the halfway point of the campaign, and between last year and this year, the campaign revenue has risen from $30 million to $40 million. First, at the end of the day, it is really about faculty and students, and the activity around endowed positions indicate this. Six have been raised in the last year and most are fully funded.

NOTE – There is no recorded transcript from here.

Activity around scholarships and programs has also been very good. The only area in which the campaign has a long way to go is the capital expenditures area, significantly,

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around funding for the CECS structure. This is not surprising, given the recession in the hi-tech economy, and we hope to turn this stagnation around.

Withers noted, in closing, that the Simon Benson Award Ceremony was a great success. There were 1100 attendees.

**NOTE – Recorded transcript resumes here.**

Since the event, a number of people from the community have indicated that this event is "the window they look through to view PSU." The excellence they saw and the typical excellence we display, in the likes of Darrell Grant, William Tate, and other participants that evening, is worth the effort. What we need is for all of us to offer our time and come to this event.

**1. Report of President’s Initiative on Advising**

Rosegrant, for Lieberman, reviewed the initiative and took questions.

Shusterman asked for a detailed example of the efforts. Rosegrant described four programs which participated in trial activities. Some departments codified business-as-usual activities, and others created new activities. Activity is not just about innovation, but also about self-assessment. Departments have very different needs, for example some rely very heavily on advisor-approved programs and others don’t.

The presiding officer accepted the report for Senate.

**H. ADJOURNMENT**

The presiding officer again reminded the Other Instructional and Liberal Arts and Sciences divisions to elect new membership to the Committee on Committees. Craig Wollner was charged with conducting the Other Instructional caucus, and John Rueter was charges with conducting the Liberal Arts and Sciences caucus.

The meeting was adjourned at 4:38 p.m.
WHEREAS Portland State University considers itself an important and integral part of the City of Portland, "where knowledge serves the city;" and

WHEREAS PSU faculty and administration consider the encouragement of active democratic participation central to our mission, and are committed to making the university a model for the promotion of civic engagement by both faculty and students; and

WHEREAS there has been a disturbing trend since September 11, 2001, of federally elected officials and law enforcement personnel making statements that imply that political dissent is suspect or unpatriotic; and

WHEREAS the Portland Police Chief has this trend includes local officials, especially those involved with Portland’s Joint Terrorism Task Force, who have made a number of statements linking nonviolent political dissent to terrorism while at the same time the Portland City Council has relinquished oversight of the "anti-terrorism" activities of its police force; and

WHEREAS both federal and local law enforcement officials and prosecutors have used inflammatory terms such as "terrorism" and "ecoterrorism" when referring to persons accused of crimes which involve no injury or loss of life, in an effort to deliberately which could serve to prejudice judge, jury and public, and to dramatically increase the potential sentences faced by the accused;

Therefore be it resolved:

That the Faculty Senate affirms that active political participation is not only the right but the responsibility of all citizens of a democratic country; and

That the Faculty Senate finds that statements and actions of public officials which explicitly or implicitly question the legitimacy of political dissent or which gratuitously link activism to terrorism have a predictably chilling effect on the willingness of students, faculty, and other residents of Portland to exercise their democratic and constitutional rights; and

That the Faculty Senate calls upon all public officials, national, state and local, including Portland’s Mayor and City Commissioners to refrain, and to direct the Chief of Police and all others in their employ to refrain, from making any further statements or taking any actions which discourage political participation, dissent, or nonviolent political action, or which prejudice the right to a fair trial of any accused persons.
Statement to the Senate by Craig Shinn

I am strongly supportive of approving in principle the resolution before the Portland State University Faculty Senate regarding gratuitous use of language linking non-violent political dissent to terrorism or suggesting political dissent is unpatriotic. I voice this support in principle because I am aware that the Senate may make modifications in the text. However, I want to be on record, and on record boldly, as saying -- it is vital that all who cherish democracy speak out about the trend nationally and locally to use terrorism language gratuitously and in doing so unduly framing patriotism as allegiance to a particular political position. Now is a time when we must, especially those of us in the privileged position of the academy, must speak out voicing our concerns. We must take responsibility to defend individuals whose rights and whose very citizenship are compromised by the excess use of and abuse of terrorism language.

I strongly support in principle the resolution before the Senate today.

Dr. Craig W. Shinn, Associate Professor
Hatfield School of Government
Vice President's Report - the Capital Campaign

Building Our Future

PORTLAND STATE UNIVERSITY

On our way to our goal!

$44 MILLION RAISED

- $5.5 M toward professorships & chairs
- $15 M toward capital projects
- $7 M to add new scholarships
- $11 M for new programs
- $1 M raised in annual support

PORTLAND STATE UNIVERSITY

PROFESSORSHIPS AND CHAIRS
October 2001 - Present

- Ethically-Based Art Professorship
  School of Fine and Performing Arts, 4/02
- Harrell Schuster Family Justice Studies Program and Professorship
  College of Liberal Arts and Sciences 5/02
- RSMG Les Peavy Faculty Fellowship
  School of Business Administration, 3/02
- Department of Architecture Endowment
  School of Fine and Performing Arts, 12/01
- Campbell Professorship in Children, Youth & Families
  Graduate School of Social Work, established 12/01
- Jeanette B. Cowles Distinguished Professorship in Residence
  School of Fine and Performing Arts, 10/01

PORTLAND STATE UNIVERSITY

PROFESSORSHIPS AND CHAIRS
July 1999 - October 2001

- Willamette Industries Endowed Professorship
  School of Business Administration, 6/01
- Anson Professorship
  School of Business Administration, 11/00
- Gentry Cameron Endowed Professorship
  School of Business Administration, 10/00
- Roger Ahlbrand Professorship
  School of Business Administration, 11/99

PSU Faculty Senate Meeting, Nov. 4, 2002, p. 1 of 3
SCHOLARSHIPS
- Science & Math
- Accounting
- Management of Innovation & Technology
- Engineering and Computer Science
- College of Liberal Arts & Sciences Departmental (exceeded goal)
- Fire and Performing Arts
- College of Urban & Public Affairs
- Graduate School of Social Work
- Graduate School of Education
- University-Wide Merit & Need Based Scholarships
- Athletics Scholarships

PROGRAMS
- Partnership for the Advancement of Science Education
- Center for Life in Extreme Environments
- Program for Center for Excellence in Writing
- Institute for Portland Metropolitan Studies
- Hatfield School of Government
- Center for Japanese Studies
- Support for University Outreach Initiatives
- University-Wide Teaching Excellence Awards

CAPITAL PROJECTS
- New Engineering Building
- Equipment for Engineering
- Improvements in Technology
- The Vertebrae Natural History Museum
- Renovation Music Lute
- Native American Center
- Stairway Plaines for Fine & Performing Arts
- Renovate Scots Center
- Renovate & Equip Millar Library (exceeded goal)
The ORCHARD, TUESDAY, OCTOBER 30, 2023

$1 million gift boosts PSU engineering center

Portland State University has received a $1 million gift, the largest ever received by the school, to boost its engineering center. The gift was announced Monday by university officials.

The gift will allow PSU to expand its engineering programs, said Dan Hurst, dean of the College of Engineering and Computer Science. The funds will be used to support the university's engineering programs and attract more students to the field.

The new engineering programs will focus on areas where the university traditionally has not had strong programs and will be able to handle the growing demand for engineers in Oregon.

The donation was made by a current student, who requested to remain anonymous.

New York's Giuliani thanks Oregon

Former New York City mayor Rudy Giuliani thanked Oregon on Wednesday for its support during his time in office.

Giuliani, a former Republican presidential candidate, visited Oregon earlier this year to discuss his campaign platform.

In his remarks, Giuliani said Oregon's support was vital to his campaign and that he was grateful for the state's contributions.

The Business Journal

A look at the region's Winners & Losers

Portland State University

PSU is looking to the future with a new degree program in cybersecurity. The university will offer a Bachelor of Science in Cybersecurity, which will be available starting fall 2024.

Malin & Ward Communications

Malin & Ward Communications is an advertising agency that focuses on providing a wide range of services to businesses in the Pacific Northwest. They specialize in digital marketing, advertising, and branding.

Travis Bailey

Travis Bailey is the CEO of a software company that provides cloud-based solutions for businesses of all sizes. He has been involved in the technology industry for over 20 years and has a proven track record of success.

Kathleen Bailey

Kathleen Bailey is a partner at an accounting firm that specializes in providing financial services to businesses in the Pacific Northwest.

The Oregonian

The Oregonian is a daily newspaper based in Portland, Oregon. It is one of the largest newspapers in the state and provides in-depth coverage of local and national news.

The Associated Press

The Associated Press is a global news organization that provides news and information to publications and broadcast outlets around the world. It is one of the largest news organizations in the world.
PSU's Diversity Initiative

Diversity emerged as one of the primary institutional needs identified by faculty, staff, and students in the 1999 Commission on Campus Climate and Life Report. From this report, the president identified "Diversity" as one of three campus wide initiatives that were to begin in 2000. As a campus, PSU recognizes that diversity in faculty, staff and student populations enriches the educational experience, promotes personal growth, strengthens communities and the workplace, and enhances an individual's personal and professional opportunities. As a public university, we have a special responsibility to work for equity and social justice and to make our programs truly accessible to our diverse constituents.

To achieve these overall goals expressed around diversity and campus climate the president appointed a Diversity Action Council. The Diversity Action Council designed a diversity blueprint with four goals. Each of the goals addresses an area of diversity that enhances climate and quality of life at PSU for faculty, staff, students, and administrators. The Diversity Action Council collaborates with units across campus to offer support and/or to engage them in the goals and activities articulated in the Diversity Blueprint. The diversity initiative is facilitated by the Vice Provost and Special Assistant to the President.
**Welcome Message**

Daniel O. Bernstine

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**Portland State University's Diversity Action Plan**

**Meeting Summaries**

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**Subgroup Summaries**

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**Diversity Action Council**

PSU recognizes that diversity in faculty, staff, and student populations enriches the educational experience, promotes personal growth, strengthens communities and the workplace, and enhances an individual's personal and professional opportunities. As a public university we have a special responsibility to work for equity and social justice and to make our programs truly accessible to our diverse constituents.

**Charge**

* Advise and report to the President and Provost about diversity.
* Develop and work to implement a Diversity Action Plan that includes specific action steps to: Increase diversity of students, faculty and staff; Support curricular and pedagogical changes to incorporate diversity and equity; Foster research on issues related to diversity and equity; Create a welcoming and safe place for persons who represent diversity; Strengthen linkages with communities of diversity in the region.
* Promote significant structural changes at PSU to support service to diverse constituents.
* Recommend to the President and the Provost the allocation/redirection of resources to support diversity initiatives and commitments.
* Design and oversee an assessment process to monitor progress on implementing the Diversity Action Plan.
* Promote activities throughout the campus effectively addressing issues related to diversity.
* Recognize and honor exemplary actions that contribute to a supportive campus climate.

**Diversity Action Council Members**

- Kofi Agorsah, Co-chair (BST)
- Hayward Andres (SBA)
- Johanna Brenner (WS)
- Kim Brown (OIA)
- Tom Burman (ATH)
- Burt Christopherson, Co-chair (AFM)
- Elaine Cohn (AFM)
- Phyllis Edmundson (ED)
- Karen Gibson (USP)
- Darrell Grant (MUS)
President's Corner

Samuel Henry (ED)
Rose Hill (EEPS)
Agnes Hoffman (ADM)
Andre Jackson (CAE)
Jon Joiner (OSA)
Priya Kapoor (SP)
Keith Kaufman (PSY)
Veda Kindle (ADM)
Yves Labissiere (UNST)
Joy Leary (GSSW)
Deborah Lieberman (CAE)
Gabriela A. Martorell (PSY)
Dalton Miller-Jones (PSY)
Scott Minnix MESA
Vicky Sanchez (EEPS)
Kali Scolnick (GRAD STU.)
Chuck Smith (ECTC)
Mary Kay Tetreault (OAA)
Paulette Watanabe (EEPS)
Reiko Williams (ADM)
Karen Abbott Yelle (HRC)

This page maintained by: jacksoa2@mail.pdx.edu
Last modified: October 15 2002
Portland State University

Diversity Action Council Activities

2002 - 2003

Connections

Issues that are critical to PSU faculty and staff of color

Faculty Mini-grants

Mini-grants of up to $1,000 to support research pertaining to diversity.

Student Mini-grants

Mini-grants of up to $1,000 to support student clubs and organizations with diversity related activities.

Focus on Diversity Series

Sessions that address research findings and recommendations relating to diversity, teaching and student learning.

Diversity Incentive Plan

The President's incentive plan to assist departments with the hiring and retention of underrepresented faculty in their area.

Diversity Hiring Resource Team

A network of faculty with expertise in the area of diverse faculty recruitment and retention available for departmental consultation.

Comparative Statistics of DAC Events and Activities

Return to Diversity Action Council Homepage
The Diversity Action Council, in response to a charge from the President and Provost, and building on the work of the Campus Climate Commission, has developed a plan to increase the diversity of Portland State University. This plan focuses on four major areas:

Enhancing the institutional environment, curriculum, and scholarship

Increasing numbers of students from under-represented groups

Increasing numbers of persons from under-represented groups in faculty, classified staff, and administration

Strengthening connections with diverse communities in the region.

The council has identified a set of powerful actions in each of these four areas that will contribute to reaching the goal of creating an environment where diversity enriches the educational experience, promotes personal growth, strengthens communities and the workplace and enhances an individual's personal and professional opportunities. The actions in this plan meet the following criteria:

They have the potential to make a substantive difference at Portland State University within 3-5 years (powerful actions)
They involve all elements of the university (pervasive actions)
They contribute to systemic change (durable effects)
They will produce visible and lasting results (impactful actions)
They build on the work of the Campus Climate Commission and other campus initiatives (enduring commitments).

The council appreciates the opportunity to offer its suggestions toward achieving enhanced campus climate for faculty, staff, students and administrators. Many of these actions build on work that has been underway at the university for some time. We realize that these actions require new investments and reallocations throughout the university. The council recognizes the importance of a visible institutional commitment of resources to the success of this plan, and believes that commitment should be made visible throughout the university's budget development processes, as well as through allocations for special projects and university-wide activities.

The council recommends that the President and Provost assign accountability for the actions recommended over the next 3-5 years to
the appropriate units and/or individuals. That accountability will include reporting annually on progress to the Diversity Action Council and the Executive Committee (DAC chair, Vice Provost for Campus Initiatives, President and Provost).

This plan identifies what actions are necessary to meet the university's goals, but the council deliberately decided not to prescribe how units or individuals should implement the actions. The council respects the creativity, capacity, and commitment that exist in the community and anticipates that the presence of a focused and explicit plan will guide all parts of the university in creating a truly diverse educational institution. The council also is prepared to provide consultation, referrals, and assistance to units who need support in taking the actions outlined for them.

The Diversity Action Council suggests that its role in the future have three major dimensions:

1. to annually review progress on achieving the Diversity Action Plan with the responsible groups, suggest mid-course corrections or alternative actions, and issue annual reports to the community on progress on the plan;

2. to administer funds (approximately $45,000/year) that support the campus-wide initiatives assigned to it: recruiting students (with Graduate School, Vice Provost for Undergraduate Studies, Admissions and Records), providing mini-grants for collaborative scholarship about diversity to be disseminated to the campus community and beyond (in consultation with Faculty Development Committee), and providing faculty, student, and staff development to promote infusion of diversity into the curricula, classroom management and communication skills, while advocating race relations, tolerance, and cultural competency (with CAE, Affirmative Action, and OAA), and providing support to form a resource team to help with minority faculty recruitment and retention;

3. to provide consultation, connections, and encouragement to groups across the campus who are working to advance this initiative.

Goal #1
Create an institutional environment, curricula and scholarship that enhance learning about diversity and respect for diversity and equality.

Goal #2
Increase the number of students from underrepresented groups who apply, are accepted, enroll and graduate such that, at a minimum, they are represented proportionally to regional (for in-state students) and national (for out-of-state students) populations.

Goal #3
Increase the number of persons from underrepresented groups in the faculty, staff, and administration so that they are represented in proportion to their current availability in relevant job pools and/or their representation in the region.

Goal #4
Increase the number of sustained and mutually beneficial connections with diverse communities.
Article IV., m) University Planning Council. Educational Policy Committee. The University Planning Council Educational Policy Committee shall advise the Faculty Senate and the President on educational policies and planning for the University. Membership of the Council Committee shall be composed of the chairperson of the Budget Committee, plus five faculty members from the College of Liberal Arts and Sciences, one faculty member from each of the other divisions, one classified member of PSU, and two students (one undergraduate and one graduate). The chairperson shall be selected from the membership by the Committee on Committees. The Provost, the Associate Vice President for Finance & Administration, and a representative from the Office of Institutional Research and Planning shall serve as consultants at the request of the Council Committee. The chairperson (or a designated member) shall serve on the Budget Committee.

The Council Committee shall:
1) Serve as the faculty advisory body to the President and to the Faculty Senate on matters of educational policy and planning for the University.
4) Take notice of developments leading to such changes on its own initiative, with appropriate consultation with other interested faculty committees, and with timely report or recommendation to the Faculty Senate.
3) Receive and consider proposals from appropriate administrative officers or faculty committees for the establishment, abolition, or major alteration of the structure or educational function of departments, distinct programs, interdisciplinary programs, schools, colleges, or other significant academic entities.
4) In consultation with the appropriate Faculty committees, recommend long-range plans and priorities for the achievement of the mission of the University.
5) Undertake matters falling within its competence on either its own initiative or by referral from the President, faculty committees, or the Faculty Senate.
6) Form subcommittees as needed to carry out its work.
7) Report to the Faculty Senate at least once each term. [END]
The Faculty Development Committee met in late November to discuss procedures for this year's review. Working with the Office of Research and Sponsored Projects, the Committee released the RFP to the faculty on November 15. The deadline for completed proposals is January 17, 2003. Applications procedures and forms are available on the ORSP Web site at www.ogs.pdx.edu/rsp/ under "Internal Funding." The Committee will meet again early in Winter Term to establish a schedule for proposal review and awards. We expect to have our work completed in time to report this year's awards during the May Senate meeting.

In accordance with the collective bargaining agreement between PSU and the AAUP, a separate fund for faculty professional travel has been established in Academic Affairs. The Faculty Development Committee appoints a subcommittee to review applications for travel during each term. The subcommittee met during the week of November 11-15 to review Fall Term applications. Deadlines for travel grant applications are posted at www.ogs.pdx.edu/rsp/ under "Internal Funding."