

MEETING WITH PRESIDENT JISCHKE
4-26-96

1. Update on Affirmative Action search. Another candidate is coming on May 6th and 7th. Dr. Jischke asked for people to attend the open forum. He is still looking at the 1st set of candidates.

2. Committee on Women suggestion. Dr. Jischke wanted our reaction to the statement by Uche. He stated the name will remain on Catt Hall. He would like to determine the accuracy of the statement. For example, did Catt use religion "to exploit ignorance" in her "quest to ratify the woman's right to vote"? Celia suggested that he should be reaching out to students, especially to those in the September 29th movement; he has not done this to date. There was a suggestion that building naming in the future take into consideration diversity issues. Dennis Peterson proposed the following motion:

The DSC sponsor a series of meetings in the summer and fall to study the proposal from the University Committee on Women.

The motion was seconded. Eight voted in favor of this motion and there were 6 abstentions. Before May 10th, a letter will be placed in the Daily to invite ISU faculty, staff and students to these forums this summer and fall. It was suggested that Uche Nnadi and members of the September 29th movement be included in these discussions. These public meetings should include research on this issue as well as addressing other actions that might be taken.

Additionally, Celia made the comment that Dr. Jischke has not taken the time to meet with the students/members of the September 29th movement and that he should be open to initiating dialogue, instead of waiting for groups to contact him.

Further, Larry Genalo offered that the statement recommended for the plaque is a "no-brainer" that basically makes no difference once the name remains.

3. Recommendations submitted to the President by the DSC.¹

Dr. Jischke stated his agenda is different from the DSC. He is addressing the area of diversity with the following goals or topics that need attention:

a. Examining the Affirmative Action office and keeping up-to-date on current court cases surrounding this topic

b. Strengthening the African American Studies program

c. Finding financial aid for students

d. Concern in instituting the multicultural curricula requirement

e. Physical conditions *of the Black Cultural Center*

f. Catt Hall

¹ Because most of our hour with the President was consumed by the first 2 topics, we only had 10 minutes to discuss **this final topic.**

He stated some of the recommendations are currently being pursued. He stated the following about each of the recommendations:

Recommendations 1, 2 and 3: He does not agree with appointing task forces. He feels having a committee suggest another committee to solve the issues is, basically, not a wise decision. Norene suggested the Faculty Senate needs to rewrite their code of conduct. Another suggestion is to have someone from the Human Resource Office on the DSC.

Recommendation 4: He did not address the issue of appointing a task force to address issues of discrimination faced by the LGB population, unless he considered his response in the first 3 recommendations as including this one.

Recommendation 5: Dr. Jischke agrees with inviting the Ames Chamber of Commerce and other community organizations to join in the diversity initiative. He would like to include Des Moines in this goal.

Recommendation 6: Dr. Jischke agrees with asking the Human Resources office to expand its orientation programs. However, he does not agree with providing orientation programs to specific groups as this would promote separatism. He feels expanding orientation programs for everyone is the key. Marlene stated that the purpose of this recommendation is to assist in establishing connections for new employees.

Recommendation 7: Dr. Jischke agrees that the Office of International Students and Scholars, and the Minority Student Affairs Office should be asked to work with the Training and Development Office to develop a series of workshops on cultural factors that faculty and staff should understand when they are working with students of ethnic minority and international cultures. He would also include in this list the Center for Teaching Excellence. This should be broadly construed with those other than minority and international groups.

Recommendation 8: Dr. Jischke basically agrees with more training on how to conduct affirmative searches, but states the law is changing and we do not currently know the practicality of this.

Recommendation 9: Dr. Jischke states that administrators, including the provost, VPs, deans, directors, and DEOs are already held accountable for progress (or lack of progress) in the recruitment and retention of women and minority faculty, staff and students in their administrative units. Further, statistics on these population are available, but not widely disseminated. For example, the Board of Regents receives this information. Celia mentioned that only four colleges have this information.

Recommendation 10: Dr. Jischke states most of the recommendations here are being done, with the exception of "a" and "f". He would be willing to make a video stating his commitment to diversity.

Recommendation 11: Dr. Jischke does not agree that we need an Ombudsperson. He is attempting to decrease administration, not increase it. He would rather put money into African American studies, but he is prepared to think about it. He agrees with finding informal ways in which to resolve disputes.