

Diversity: Current plan ties a professor's cultural competence to raises

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Diversity and Community, a program that promotes dialogue and understanding of diversity issues through theoretical and applied research, outreach programs and public events.

Gary said the current draft of the Diversity Plan will not be used as a template but as a resource. Other resources currently being used, or that will be used in the future, include subcommittee reports written during the initial drafting of the Diversity Plan.

Gary, a member of the University Senate, said her experience as co-chair has been enriching so far.

"What is impressive is the commitment of the people on the committee. It was like, 'Gee, this is really important and we want to do as much work as possible,'" said Gary, who described her fellow committee members as busy.

The goal for the immediate future is to hold meetings each of the next two weeks. In August, Gary would like to make the meetings weekly occurrences.

The creation of the Executive Working Group came after a volley of correspondence between Frohnmayer and a number of faculty members and committees.

"We in the Women's and Gender Studies Program are troubled by some of the responses to the Diversity Plan distributed in draft form around campus recently," wrote Julie Novkov, director of Women's and Gender Studies, in a May 27 e-mail to Frohnmayer. "We worry that the public and vitriolic battle over the draft of the Plan will consume the resources and energy necessary to define and resolve the real problems that the University has with diversity."

In her e-mail, Novkov prescribed a number of solutions, including appointing an engaged group of faculty members to review the current draft and determine which elements should be developed and implemented through University Senate action.

"We recognize and endorse the need to incorporate the serious concerns raised by our colleagues

primarily in math and the sciences, but we encourage the appointment only of those individuals who begin from the premise that the University must take action to address the serious problem stemming from its lack of diversity," Novkov wrote.

In his response to Novkov, Frohnmayer wrote that the administration will strive to maintain vocal support for "concrete action to promote diversity."

In a June 11 e-mail to Frohnmayer, Emeritus Math Professor and member of the Executive Working Group Richard Koch detailed his concerns regarding the Five Year Diversity Plan. Prior to being named to the Working Group, Koch was a co-signer of the "Open Letter to President Frohnmayer." The letter voiced the concerns of 25 faculty members who believed that the Five Year Diversity Plan would give administrators too much authority over faculty.

"Frankly, (the Diversity Plan) is vague enough that it is difficult to know whether to be alarmed, but

there are sections that troubled me," wrote Koch.

Chief among Koch's concerns is the section on developing cultural competency, which dictates tying a professor's cultural competence to raises and promotions.

"The University has a central theology: if you hire the best research people, they will be the best teachers and as their careers mature they will become active UO citizens," Koch wrote. "This (cultural competency) section was clearly not written by someone who believes the theology I described at the beginning of this letter."

Koch wrote that tying cultural competency evaluations to promotions could not work within the current University model because many departments have traditionally told non-tenured faculty that tenure evaluations concentrate on teaching and research abilities; service to the department or the community is considered ancillary.

"The University model works," wrote Koch.

In an e-mail to Jeff Hurwit, chair of

the University's ad-hoc committee on diversity issues, President Frohnmayer explained that further discussion of diversity issues was necessary before the Five Year Diversity Plan could move forward.

"My assessment of our campus community is that numerous voices still need to be heard," Frohnmayer said.

The Working Group is a closed committee. Gary and Hall barred the media from attending the July 7 meeting.

"Because of the nature of the issues, people feel freer to speak if things are not being recorded," said Gary.

Despite the disparate views and the scheduling problems inherent when attempting to get a number of busy professors to meet at regular intervals, Gary said that she is optimistic about the future of the Five Year Diversity Plan, though she cannot promise that it will be ready by the beginning of fall term.

"We're doing the best job we can," said Gary.

What are you doing for the rest of your summer?



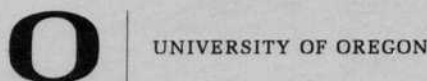
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IN BRIEF

University may lose funds to pay for OSU campus

Funds may be diverted from the University of Oregon's budget in order to help fund Oregon State University's Bend campus.

The plan by state Senator Ben Westlund (R-Tumalo), would give OSU's Bend campus extra funds for administration and overhead, the Bend Bulletin reported on Thursday.

Currently, Eastern Oregon University, Western Oregon University, Southern Oregon University and the Oregon Institute of Technology receive such additional funding.

These schools currently split \$10 million annually and receive additional funding through a formula that factors in the number of students and the costs of programs.

Westlund hopes to secure an additional \$1 million in funding to complement the currently budgeted \$6.7 million by shifting the OSU Bend campus to the Small School Funding formula.

Rather than take money away from the other schools in the Small School Funding formula, Westlund's plan would divert money from the University, OSU, and Portland State University.

Both the House and Senate have passed versions of the Oregon University System Budget.

— Gabe Bradley

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