

KALAMAZOO COLLEGE

June 4, 1998


Dear Members of Our College Community:

As President of Kalamazoo College, I acknowledge and affirm the concern of students who demonstrated in support of a more diverse faculty and staff. I am committed to the College's goal of having a faculty, staff and student body that is representative of the diversity in the larger community, believing it to be an educational benefit for all.

We have made some strides but recognize that this is a continuing process. To that end, Provost Gregory Mahler has formed a work group of faculty, staff, and students to develop concrete strategies to move the College closer to achieving our goal. This committee was to begin its work in the fall, but with the heightened concern expressed by our students during their silent demonstration, Dr. Mahler will initiate the first meeting before the end of this quarter. A small group will continue to work through the summer in preparation for faculty recruitment in the fall. As part of this process, Dr. Deborah Love, Director of the Center for Human Rights, Washington State University, has been invited to the College to work with faculty, staff, and student groups to help us find ways to more effectively pursue diversity in our faculty.

Kalamazoo College joins institutions across the nation striving to be more inclusive and to increase diversity within higher education. We approach this challenge with both optimism and realism.

Yours sincerely,


James F. Jones, Jr.
President