

**First Report from the Native American Advisory Board Meeting (NAAB)  
 To the office of the Vice-President for Minority Affairs  
 University of Washington-Seattle**

**Thursday, December 4, 2003**

**RECRUITMENT OF NATIVE FACULTY TOPIC**

Identify Challenges	What's Working	Strategies/Goals	Time-Frame
<ul style="list-style-type: none"> <li>• Isolation from community tribes and academic departments</li> <li>• Demands from native students-not enough native professors per native students</li> <li>• Paternalism-Decisions made for a specific group</li> <li>• Recruitment-Native American professor outreach plan? Where and what is it?</li> <li>• Retention of Native professors</li> <li>• Native Traditions &amp; Alternatives-The value of family</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment-Targeted Opportunity Fund, Support for Family Transition</li> <li>• Research other campuses</li> <li>• Course Buyouts-Mentoring other Native American Faculty</li> <li>• T.A.'s-Course load reduction</li> </ul>	<ul style="list-style-type: none"> <li>• NAAB participate in policy development</li> <li>• UW Support Native Community (e.g. Competitive salaries)</li> <li>• NAAB decides who should be trained about native cultural</li> <li>• UW promote transfer student mobilization through scholarships</li> <li>• NAAB-Establish Native American Research + Ethics board</li> <li>• NAAB-Establish a cultural review board</li> </ul>	