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**

<table>
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<th>Identify Challenges</th>
<th>What’s Working</th>
<th>Strategies/Goals</th>
<th>Time-Frame</th>
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| • Isolation from community tribes and academic departments  
  • Demands from native students-not enough native professors per native students  
  • Paternalism-Decisions made for a specific group  
  • Recruitment-Native American professor outreach plan? Where and what is it?  
  • Retention of Native professors  
  • Native Traditions & Alternatives-The value of family | • Recruitment-Targeted Opportunity Fund, Support for Family Transition  
  • Research other campuses  
  • Course Buyouts-Mentoring other Native American Faculty  
  • T.A.’s-Course load reduction | • NAAB participate in policy development  
  • UW Support Native Community (e.g. Competitive salaries)  
  • NAAB decides who should be trained about native cultural  
  • UW promote transfer student mobilization through scholarships  
  • NAAB-Establish Native American Research + Ethics board  
  • NAAB-Establish a cultural review board |           |