COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Approved Minutes of Meeting on January 20, 2006

**Time:** 1:00 pm - 3:00 pm

**Location:** 3704 School of Social Work Building

**Present:** Amid Ismail, John Matlock, James McNally, Semyon Meerkov, Robert Ortega (Chair), Simboonath Singh; Phoebe Kwan, Jeff Lee

(1) Welcomed our guest Jeff Lee to discuss preliminary data on the committee report. The minutes from December 9, 2005, were approved.

(2) Continued work on updating the '94 Committee report entitled, *The Quality of the Climate for Minority Faculty at the University of Michigan: A Report and Recommendations by the Committee for a Multicultural University (accepted by the University of Michigan Senate Assembly December 12, 1994).*

Comments included:

- The Committee agreed that no data dissemination would occur without Committee approval and only after discussing with the Senate Assembly Committee. Committee members were asked to not publicly comment on the data, as it is very preliminary and not useful in its current aggregate form.
- Recommended that column and row totals be added to tables.
- Addressed the problem that the Mean Years since Hire by Tenure Track Position, Race and Gender does not indicate years of teaching.
- Suggested that mean and median should both be included in the analysis to account for outliers.
- Discussed the possibility of computing a weighted average to adjust the difference in salary in different disciplines of schools. Some differences exist because a certain category of faculty tends to teach in a department that pays lower salaries to faculty. This could explain salary ranges among faculty in various units and why comparing them in aggregate may not make sense.
- An analysis that divides faculty by unit was suggested to look at the problem more specifically but some argued that units might not be having substantial representatives of minority, which makes it hard to publish while maintaining anonymity.
- Addressed the problem of defining races and identity such as African vs. African-American faculty. Difficult to know whether they are U.S. citizens, permanent residents, or international. A preliminary study on whether American-born minority and non-American-born minority are treated differently will help to
address the importance of separating international faculty from the American-born/ U.S. citizen faculty.

- Jeff clarified that faculty in the study only appear once even if they are in multiple units, according to their highest teaching appointments, salary ratings, and primary records of the university (i.e., no duplicate counting if they hold joint appointments). Faculty included in the analysis met the following criteria: on tenure track, appointment of at least 80% (excluded if more than 80% administrative). Native Americans were excluded in detailed analysis to preserve anonymity and instructors were also excluded.

- The data for leavers does not indicate reason for leaving nor does it indicate movement between units.

- All agreed on the issue that the committee should investigate stories in each unit to address any changes in percentage of racial/ ethnic minority. Robert will talk to Lester Monts about IRB approval to conduct focus groups within each unit to gather qualitative information about progress over the past ten years in developing diverse faculty. Ideally, focus groups would be conducted before Winter '06 semester ends. Another suggestion is to develop and maintain a blog to allow employees to express their ideas and thoughts. James will have follow-up on making a blog.

- The committee agreed that it would be important to look into the list of faculty leaving the university to see whether they left because of natural reasons or the non-supportive environment in the university.

- Jeff will continue to clarify the issue and data analysis and come up with a simple variable list.

- Robert will talk to Lester Monts about getting funding for CSCAR consulting to help determine ways to weight salaries and other measures when differentials exist due to academic discipline differences, admin. expectations, etc. (e.g., may need to distinguish physical sciences, medical faculty, social sciences, professional schools such as nursing, education and social work, etc.).

(3) Discussed the problem of members not showing up and Committee's role in addressing multicultural conflicts on campus

Comments included:

- Notes should be sent to members and C-tools should be set up for every member to put comments on issues that the Committee has gone through, especially if scheduling conflicts do not allow them to attend meetings.

- The Committee reaffirmed its interest in and commitment to weighing in on campus-wide concerns regarding conflicts on campus about multicultural issues and the importance of promoting an inclusive multicultural climate especially when they have implications for policy.

(4) The following dates for Winter term '06 meetings were proposed: February 10, March 17, and April 14.
(5) Adjourned 2:55pm

Next Scheduled Meeting: TBD