Committee for a Multicultural University

Minutes of: February 2, 2007
Approved on: March 9, 2007

Members Present: R.M. Ortega (Chair), B. Seabury, P Coleman-Burns, G Rex Holland, E. Li, J Matlock, J McNally, C. Crappell (recorder).
Members Absent: B. Brush, A. Ismail, W. Lu, N. Stallings, C. Montori, L. Monts,

Chair Ortega called the meeting to order at 1:15pm

1. Welcome / Approve Minutes

The minutes of 10/23/06, 11/27/06, and 12/15/06 were all approved with minor editing changes.

2. Announcements/ Updates

Committee for a Multicultural University Resolution to Senate Assembly

The Senate Assembly Resolution on Diversity as approved by the Senate Assembly on January 22, 2007 was passed out to the Committee. There was some discussion regarding the wording of the resolution and how it differed from what the Committee had agreed on in their December meeting. The changes that were made to the resolution were recommended by SACUA, thus resulting in 100% approval by SACUA. Although there were no objections to the final version of the resolution, it was agreed that the Committee stand by what is accomplished as a group as best they can.

Blueprint Task Group Status

A copy of the University of Michigan Diversity Blueprints Task Force Charge and a list of committee members was handed out. John Matlock explained to the group the requirements of the four subcommittees within the Blueprint Task Force and upcoming reports that are currently being worked on. He also spoke about meetings that the University was having with other universities regarding maintaining diversity. He indicated that good insights were being made about how other institutions were responding to challenges to diversity efforts, including schools in both Washington and California.

Diversity Council Activities

Chair R. Ortega passed out information regarding three opportunities from the National Center for Institutional Diversity (NCID). They included a University of Michigan Faculty Fellowship, Community Practitioners-in-Residence nomination information, and a Request for Proposals: Enabling Conversations about Diversity.
Chair R. Ortega discussed Diversity Council efforts currently underway focused on a second newsletter that would highlight the implications of diversity at the University of Michigan as a benefit to local, state and national communities, using examples of UM-based initiatives and activities that have had favorable impact. Committee member Pat Coleman-Burns brought up the Rhodes Scholar program that travels throughout the state of Michigan as an example of a program that has a diversity focus with a very favorable impact. She offered several examples and suggested the Committee forward this suggestion to the Diversity Council.

3. **Blueprint Task Group Faculty and Staff Recruitment and Retention Subcommittee Issue and Challenges**

Chair Ortega handed out a draft of the University Blueprint Task Group's summary draft report on Faculty and Staff Recruitment and Retention. The Committee discussed various challenges to tenure requirements and the process by which faculty were granted tenure. They discussed dual appointments, service vs. productivity, and recommended the formation of a university wide tenure policy review committee to look at consistency of appointments. The question of how to continue to keep the momentum for racial and ethnic minority faculty growing was raised. Suggestions as to making the environment both within the university as well as the surrounding area of Ann Arbor more appealing and welcoming to diverse faculty was suggested. It was also asked if the Blueprint Task Group had already developed goals to be met, and if not when will those goals be set. Chair R. Ortega indicated that a Blueprints Task Group Report was expected in March with recommendations for immediate, intermediate and long-range steps designed to promote and enhance diversity at UM.

4. **Proposed Idea for an Activity to Involve Faculty in Dialogue About One of the Following Relevant to the Committee's Purposes:**

To develop plans for involving faculty throughout the University in the implementation of initiatives concerned with reducing racism and promoting a more multicultural University.

To advocate for faculty perspectives and involvement in the implementation of the recruitment and retention of minority faculty.

Now that the Resolution on Diversity has been passed by SACUA the Committee discussed possible activities to pursue before the end of the term. The Committee discussed the idea of gathering information regarding how both faculty and students felt regarding both the benefits and hindrances of diversity were on campus. This information, along with questions and concerns that the Committee identifies, could be passed along to the Diversity Council and Blueprint Task Group to aid in their efforts. The Committee discussed the possibility of inviting students together for an open forum discussion regarding these issues.

5. **Adjournment**
Chair R. Ortega closed the meeting at 3:00pm.

The next meeting will take place March 9th from 12-2 pm.