THE UNIVERSITY OF MICHIGAN
COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of February 13, 1997

Present: D. Deskins (SACUA Liaison), Y. Kuniyuki, C. Smith (Chair), J. Su, P. Wilhelm (Secretary), W. Yang

Guest: L. Monts, Vice Provost for Academic and Multicultural Affairs

Absent: R. Megginson, A. Nadasen, J. Salazar, Y. Wulff

Items Distributed:

1. Agenda for February 13, 1997
3. Form letter from Vice Provost Monts to prospective University of Michigan applicants with high academic achievement.

C. Smith called the meeting to order at 5:06 p.m.

Approval of Agenda. No changes or additions to the agenda were made.

Announcements. Smith announced that the Seventh Annual Davis, Markert, Nickerson Senate Lecture on Academic and Intellectual Freedom, entitled "Race and Academic Integrity", will be delivered by Roger Wood Wilkins of George Mason University on Monday, March 17, 1997, at 4:00 p.m. in the Rackham Amphitheater. Smith noted that this announcement also appears on the world wide web page of the American Association of University Professors (http://www.umich.edu/~aaupum).

Approval of Minutes of January 23, 1997. The minutes were approved without revision.

Vice Provost Monts on Student Recruitment. C. Smith introduced Vice Provost Monts, noting that the recruitment and retention of minority students was a very important issue. Smith referred to an article published in the Ann Arbor News earlier in the week which reported that minority applications to the University of Michigan are down by 15% and that applications by African-Americans are decreased even more. He suggested that the committee might consider two issues:
(1) what factors influence application rates and
what can faculty do about the diminished rate of applications by students from underrepresented minority groups?

L. Monts prefaced his comments by saying that there are others in the office of the Provost that deal with statistics of application and enrollment on a week-to-week basis, namely those in the Enrollment Working Group. L. Monts indicated that both Associate Provost Robert Holbrook and Assistant Vice Provost John Matlock are members of that committee and that they would have more current and accurate information. He further noted that the University administration has been aware of the decrease in application rates for some time and that information released earlier in the week in the *Ann Arbor News* was not new. He said that for some time the University administration has been looking into this diminished application rate and that the it has engaged in a number of "proactive" measures to address the problem.

Monts made four points to help the committee to gain some perspective with respect to the published statistics:

1) He suggested that the Committee look at overall minority application rates. He pointed out that in absolute numbers applications by African-American students were only 89 fewer than last year. He noted that the number of Native-American, undergraduate student applications were also decreased from previous years, which he attributed in part to the elimination of a tuition waiver for such students by Governor Engler.

2) He told the Committee about a new classification system used by the State of Michigan which allows a designation of "multi-racial" and suggested that more applicants were using this designation rather than the traditional designations of African-American, Hispanic or Asian American.

3) Monts suggested that early February is not a good time to be looking at the statistics. He noted that African Americans and other minorities are being sought after by every top university in the nation; accordingly, many students have not yet decided on their school. Monts reminded the committee that the University of Michigan keeps its admissions process open until August and that the University might still receive as many applications as in the 1995-96 academic year.

4) Monts pointed out that undergraduate application rates for the "elite schools" in general are down across the country. Monts referred the Committee to an article from the *New York Times*, February 12, 1997, which he had distributed.

D. Deskins commented that the population levels for various races within the US are currently changing and will continue to do so. He noted that Latinos are the largest growing group within the US. Deskins noted that Caucasians are not replacing themselves in the population overall and that African-Americans, although they currently are replacing themselves, will not be doing so within a period of about ten years.
L. Monts pointed out that it is valuable to consider population levels of underrepresented minorities within the State of Michigan. He noted that the percentage of Latinos and Asians at the University of Michigan exceed the state levels, while the percentage of Blacks are lower than the state level. Monts also noted that there are many variables relevant to the drop in minority applications, including the cost of tuition at the University of Michigan. Monts noted that some students choose a two-year community college program because of the high tuition at the University of Michigan and the limited financial aid available. He observed, however, that, although the pool of financial aid is smaller today, the "yield rate" for minority students is higher, i.e. that there is more financial aid for minority students. Monts also commented on the effect that publicity created by the DPSS/Matlock case and by the recent jury decision in the case of the dismissed African-American dental school employees might have upon those who are considering making application to the University of Michigan.

C. Smith noted that minority applications are down in California and Texas because of legislative initiatives and judicial rulings in those states -- a situation that does not yet exist in Michigan.

L. Monts pointed out to the committee that one fact not reported in the Ann Arbor News article was that the number of top honors students applying to the University is also considerably decreased. He attributed that decrease to those students being lost to Ivy League schools. Monts told the committee that efforts were being made to attract more minority and honors applicants through letters that have been sent to them by himself and LSA Dean Edie Goldenberg. Monts also mentioned the success of the Minority Visitation Program and state that 80 to 85% of the participants in that program eventually enroll in the University of Michigan. Monts noted that this program has now been moved to later in the spring in order to catch those who are still undecided.

With regard to outreach and recruitment programs, Monts suggested that the faculty need to be more involved. He gave examples of efforts, such as special programs in high schools, direct faculty calls to students, and college days within specific departments. Monts suggested that a new phase of recruitment, which would be characterized by more faculty involvement, could be very effective.

D. Deskins said that the University has not aggressively sought out prospective students even though such programs can be very effective. Deskins mentioned the use of personal calls to students as well as programs for high achievers, such as Michigan State University's annual program for Michigan National Merit Scholars. Deskins also stressed the need for faculty involvement.

L. Monts mentioned the Wade McCree Incentive Scholars Program (ISP), which works with students from the 9th grade onward. Monts noted that this program has a very high rate of retention. Smith pointed out that this program is now small and also requires a substantial infusion of resources. Monts said that the program should be expanded, especially because it has a proven track record. Smith said that the ISP takes a very high degree of faculty involvement and noted that faculty do not have the resources for increased involvement or for creating new programs. Monts suggested that the University provide the faculty with the resources necessary for greater involvement.
With regard to faculty involvement in recruitment and retention programs, Deskins stated that volunteerism should be encouraged. Smith noted that very few are willing to volunteer. Monts suggested that programs such as the Undergraduate Research Opportunity Program (UROP) should be expanded without losing close contact between students and faculty. Monts also stressed that faculty involvement in student recruitment is important. Smith stressed that these programs work when faculty are rewarded, not punished for their involvement. Smith stressed that faculty must not be afraid that they will be punished for involvement in minority recruitment and retention programs. Monts suggested that faculty should be involved on the grass-roots level in recruitment efforts.

D. Deskins disagreed with the need for a reward system and stated that his reason for being at the University was to help students, both minority and majority. Deskins observed, however, that involvement of most faculty in the lives of University of Michigan students, especially in the areas of recruitment and retention, is minimal to nonexistent. He stated that this was a generic problem, not restricted to minorities.

Update on SACUA and the proposed ad hoc Subcommittee on Diversity. C. Smith asked D. Deskins to report on recent SACUA happenings in the area of diversity. Deskins responded saying that SACUA Chair T. Dunn is talking about forming an ad hoc committee composed of Smith, another CMU member, a SACUA member and member from the Senate Assembly. Deskins noted that T. Dunn had requested volunteers from Senate Assembly to serve on the proposed ad hoc committee but that no one volunteered. He suggested that faculty perceived that this was not an activity of sufficient importance for them to become involved. Kuniyuki commented that either faculty do not feel that service on such a committee would be rewarding or that they might be affected adversely if they participate. Smith also suggested that faculty feel they will be punished if they participate in activities related to minority students and faculty. Deskins also agreed that people feel such participation is a punishment and a disincentive. Smith asked Deskins about Dunn's statement with regard to diversity. Deskins indicated that the statement had not been distributed to the members of SACUA.

Data for Annual Report. Smith told the committee that this will be on the next meeting's agenda.

Recommendations for Annual Report (Group 3). Kuniyuki reported that what he and his group want will not work and that they have had to go back to basics. They are asking questions on the whole problem of racial prejudice, including, "How do we dispel prejudice?" Also, Group 3 has been asking "What group is a minority in the eyes of the University of Michigan?"

Statement on Diversity. C. Smith asked John Su to rewrite his diversity statement, incorporating the suggestions made by Y. Wulff.

Old Business. The committee took up no old business.
New Business. The committee took up no new business.

The meeting was adjourned at 6:30 p.m.

The next meeting was set for February 27, 1997 at 5:00 p.m. in 6065 Fleming.

Respectfully Submitted,

Paul A. Wilhelm
Secretary to the Committee