COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: February 18, 2008

Approved on: March 4, 2008

Members Present: B. Brush, Katy Downs, B. Evans (Chair), C. Smith (SACUA Liaison); K. Avant (recorder).

Members Absent: P. Coleman-Burns, R. Holland, A. Ismail, W. Lu, J. Matlock, R. Ortega, L. Monts

Chair Evans convened the meeting at 11:40 a.m.

CONSIDERATION OF MINUTES
The minutes of 5 February 2008 were approved as submitted.

REPORT ON SACUA MEETING
Findings from the Faculty Population Report were presented to SACUA at a regular meeting. SACUA accepted the report as it was presented and offered some suggestions:

1. Allowing faculty to lead groups that will address diversity issues within departments
2. Disaggregating demographic data from the report
3. Including information in the report that shows the country in which faculty members’ first degree was earned

CMU also suggested using faculty members who are not part of the department to address specific diversity-related issues in order to avoid department-specific biases. It was suggested that the University focus not only on recruitment at the PhD level, but also at the high school, undergraduate, and master’s levels. The rationale offered was that focusing on diversity at these levels should increase the faculty pool overall. In addition, it was suggested that the University focus on keeping its own graduates as faculty.

PRESENTING THE REPORT TO THE SENATE ASSEMBLY
The committee agreed to format the report in the following way:

- On the graphs, represent the data as fractions (e.g. 4 men/5 people total)
- Combine the analysis of race and gender into a single chart to make trends more easily visible
- Note that disaggregating the data is the next step for CMU in the report process but that it has not been done yet
- Frame the presentation around the idea that the University should strive to perform as well as possible on diversity measures and should not settle to be at an equal level as other universities
• Include in the recommendations section a note that financial support may be necessary if CMU is to continue its work on diversity

FURTHER ACTIONS TO BE TAKEN
Committee members agreed to reevaluate how the committee defines diversity and the best ways to go about furthering the university’s goals of diversity. The following suggestions were made:

1. Formally draft a definition of diversity that CMU endorses
2. Create a position paper on matters of diversity that were not addressed in the recent report (by March 1st)
3. Disaggregate report data to allow for further analysis
4. Present report findings to the Senate Assembly
5. Distribute copies of the report widely to faculty, administrators, staff, and students
6. Host a public forum at the university to allow for the discussion of the report’s contents

OLD BUSINESS
There was no old business.

NEW BUSINESS
There was no new business.

The meeting adjourned at 1:15 p.m.

Respectfully submitted,

Kenya Avant
Secretary Pro-tem