COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of 24 February 1998
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Approved 24 March 1998

PRESENT: C.B. Smith (Chair), S. Hunter, R. Megginson, C. Ransom, J. Sanchez, R. Schmerl

GUEST: John Matlock

The meeting was called to order at 5:25 p.m.

The agenda was approved without modification.

The minutes from February 10, 1998 were approved pending spelling changes.

ANNOUNCEMENTS
The Ann Arbor Pow Wow will be held March 27-29.

RECOMMENDATIONS:
C. Smith reviewed past activities of the committee for guest John Matlock. (i.e.; past statements)

C. Smith mentioned R. SchmerlsA recommendations that were in grid form and asked if the committee would like to follow the grid, splitting policies from practices as R. Schmerl suggests.

C. Ransom stated that these recommendations are similar to past recommendations and he suggested referring to recommendations from past reports.

It was noted that there has been an increase (from 14 million to 35-50 million dollars) in money spent on minority and womenAs' programs since the 1960's.

C. Smith stated that he believes that the recommendations should deal with what faculty can do, and he added that the faculty should work with the administration. C. Smith noted that there were three main points of interest in this approach;
1) What faculty can do.
2) What administration can do, realistically.
3) What the two can do together.
R. Schmerl noted that the administration cannot do anything without the faculty, and the administration supplies the money. He noted that the senior faculty has a code that is understood concerning what they can do. R. Schmerl stated that administration has nothing to do with personnel support but that the faculty does. He then posed the question, Uwhat can administration do?L He replied that the administration should make the faculty explain exactly what they do. C. Smith stated that you can not do things if the faculty does not go along with them, but the administration can be a huge barrier. He added that the administration is very important.

R. Schmerl suggested that departments be persuaded to make practices public. He added that there should be some type of comparison of standards within different departments, and to make the findings public.

C. Smith noted that things have changed since the 70As. Then he stated, when you got here you knew what to do. Now minorities are often caught saying , "Nobody told me I had to do that." He noted that this often happens at promotion time.

S. Hunter stated a concern that even if there are minority faces within the faculty, they are not on a tenure track.

R. Schmerl added that it is important for tenured faculty to become aquatinted with the visiting faculty so that the visitors can get a better feel for the university to see if they would like to stay. S. Hunter wondered if this would be trying to give the visitors more exposure. R. Schmerl noted that the white faculty does not know about other minority faculty around the country.

C. Smith stated that there is a certain assumption that visiting faculty are not going to be on the tenure track. He went on to add that it is advantageous to change the outcome of a visit by a professor and make it more than just a visit.

R Schmerl noted that he doesn't want to neglect the education of the faculty. He stated that the white faculty are too isolated.

C. Smith suggested that R. SchmerlAs' recommendations be gone over line by line.

After a brief discussion C. Ransom stated that he thought that going over the recommendations in this manner was a waste of time. This was generally accepted by the committee and it was decided that each individual would, on their own time, look over the document and make any comments later.

B. Megginson, looking over the document, said that he saw something he didn't necessarily agree with. He stated that if anything it seemed to be a mandate to the administration, not the faculty. He noted that it "almost has to be." He stated that there are no examples where anything went anywhere without administrative cooperation. He stated that, as faculty, it is not inappropriate to have recommendations, but ultimately it is
the administration that has to carry the load of implementation. C. Smith agreed that both have to work together if anything is to get accomplished.

J. Matlock stated that it's easy to get caught in a safe haven loop, were everyone puts the burden on the administration and vice versa.

R. Schmerl stated that the faculty must be modified. He gave two examples: One way to help accomplish this was to bring practices out into the public, to "dangle money", was the phrase he used in giving the second example.

J. Matlock stated that he does not want to see another document for people to circumvent. He noted that results need to happen. He also added that definitions become very important.

C. Smith stated that Everyone should know what goes on and that sometimes public exposure is the best thing.

The meeting was adjourned at 6:45 PM. The next meeting is March 10, 1998.

Respectfully submitted

Pedrick Jones