The University of Michigan Committee for a Multicultural University

Minutes of February 27, 1997

Present: Y. Kuniyuki, R. Megginson, C. Smith (Chair), J. Su, P. Wilhelm

Absent: D. Deskins (SACUA Liaison), A. Nadasen, J. Salazar, Y. Wulff, W. Yang

Items Distributed:

1. Agenda for February 27, 1997
2. Minutes of February 13, 1997 for approval
5. Memorandum from Y. Kuniyuki
6. University of Michigan Department of Public Safety Handbook
7. Chart of data for Annual Report
8. University Summary - "New and continuing domestic enrollment in degree programs by race -- Fall Term." from the Office of Academic Planning and Analysis (Table 3-U and Table 3-G)

C. Smith called the meeting to order at 5:15 p.m.

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

Approval of Minutes of February 13, 1997. The minutes were approved without revision.

Announcements.

1) COMU update from J. Su. J. Su reported that COMU has arranged a March meeting with President Bollinger. Su said that since the meeting will allow members of COMU to raise important issues with the President, Su would welcome any questions for the President from members of CMU.

2) C. Smith announced that the American Association of University Professors will hold an open chapter meeting in April at which President Bollinger will talk to the group.

3) Smith also announced the Academic and Intellectual Freedom Lecture by Roger Wood Wilkins on Monday, March 17, 1997 at 4:00 p.m in the Rackham Amphitheater.

Continued Discussion of Enrollment Statistics. Smith reminded the committee that the discussion last meeting dealt with the decline of top ten percent student applications as
well as a decline in minority applications. J. Su reiterated that he had been highly recruited by Michigan State University, while he received virtually no contact from the University of Michigan. R. Megginson noted that there is a sense of defeatism that occurs in the University of Michigan's recruiting. He gave an example of this, citing the meager presence of University of Michigan recruiters at a function put on by the American Indian Science and Engineering Society, at which one would expect the University to have a strong presence. Megginson also noted that the University does not seem to spend a lot of money recruiting out-of-state minority students. Megginson also noted that for the Native American community the recent removal of the tuition waiver in the State of Michigan could serve to discourage applications for admission to the University from Native American students. Smith supported Megginson's comments, noting that the Medical School sends a secretary, not a faculty member to many Black student conventions.

Smith directed the committee to the article by D. Wahlberg in the Ann Arbor News, which cites a report by the Frederick Patterson Research Institute, part of the United Negro College Fund. Smith pointed out that while Wahlberg focuses on the figures from this report, which show an increase in "the share of Blacks among all college students," the University of Michigan has experienced a drop in African American enrollment from 1995 to 1996 -- a drop to the level of 1993. Smith also cited an article from the Chronicle of Higher Education which tells of a drop of Black students at the University of California by 8%, only half of the percentage by which applications have dropped at the U of M. Looking at the figures for graduate students on Table 3-G of the University Summary statistics, Smith noted that there has been a drop in numbers of African American graduate students from 1992 to 1996 at Michigan. J. Su noted, however, that there has been a drop in the number of new graduate students overall from 1992 to 1996 at Michigan. Smith noted that numbers of Asian American graduate students consistently have gone up over this period, while numbers of Hispanic graduate students have remained very stable. Smith also raised the question of what departments these graduate students are enrolled. Smith noted that in his department four recent Black students, who were among only five Blacks to have been taken into the program, left the department, as they found it an unpleasant place to be.

SACUA developments. Smith noted that SACUA was establishing a new committee, but that he and the CMU do not know much about it. Smith stated that without a SACUA Liaison at the CMU meeting, it is difficult to know what is happening with SACUA. Smith noted that in the past the CMU and other SACUA committees have an active SACUA Liaison.

Statement/Memorandum by Y. Kuniyuki. The committee turned to discussion of Y. Kuniyuki's memorandum. Y. Kuniyuki began with an explanation that he has realized that the University of Michigan is not only a state but a national University. He noted, for example, that many government agencies recruit highly from the U of M. Kuniyuki suggested that the University should be prepared to fill its role as a national University representing America and the world. Kuniyuki suggested that the University needs either a charismatic leader and/or a very committed SACUA group who are willing to take personal risk. C. Smith noted that over the last seven or eight years the process of decentralization of authority has made it more difficult for faculty to come together with new ideas and new programs that
involve an interdisciplinary approach. Smith cited the example of the neuroscientists whose efforts to create an interdisciplinary program were defeated by pressure from the deans both the College of LS&A and the Medical School. Smith asked J. Su if Su could incorporate into his statement Kuniyuki’s thoughts.

J. Su asked where his statement would be appearing and what its purpose was. He also asked what sort of content the committee wanted for his statement. Smith answered saying that the statement will be part of the introduction or foreword to the CMU’s Annual Report. It will be followed by the data and by the set of recommendations from the committee. Smith said that these three sections would answer three basic questions:
1) what we are all about?
2) what is the current status of diversity?
3) what should we do about it?
Smith stressed that in this report the CMU will not achieve perfection, but the committee must get it done. Smith asked Su to prepare a revised statement for the next meeting.

Kuniyuki asked what the committee members knew about President Bollinger with regard to his ideas on diversity. The members present did not know anything about Bollinger's ideas. Smith noted that President Bollinger, when he was interviewed by the Regents during a public meeting, had praised the U of M as a wonderfully diverse institution. Su responded saying that members of COMU might find out more at their meeting with him in March.

Kuniyuki urged Su to include a few things in his statement that people want to hear so that the statement as a whole will be easier to accept. Kuniyuki used an example of saying that the University is in a place geographically, with nearness to Detroit, to take a lead on this issue of diversity. Su asked whether he should write the statement from the position of where things are, or from the position of where things should be. Smith answered saying he should focus on where things should be.

**CMU Annual Report.** Smith announced that the database was set now and ready for data to be turned out. He referred the committee to a chart that had been distributed on minority professorships, which included the school years 1982-83, 1987-88, 1993-94, and 1996-97. Smith directed the committee to the column of assistant professors, and noted that from 1987 to 1997 the relative percentage of non-minority assistant professors to the whole has dropped. Smith also noted that this drop was completely compensated in the increased number of Asian assistant professors.

Smith noted that in the CMU’s previous report, the committee looked at individuals in a longitudinal study broken down by ethnicity and gender. This time the report will be on a more general study. Smith noted that the CMU has issued a report every year except last year.

R. Megginson asked why the total number of full professors did not add up on the chart. He asked if the missing number was a Native American. Smith answered saying that the Native American professor was the one not included because that category is so small it does not usually show up as one of the groupings.
Old Business. The committee took up no old business.

New Business. The committee took up no new business.

The meeting was adjourned at 6:06 p.m.

The next meeting was set for April 10, 1997 in 6065 Fleming at 5:00 p.m.

Respectfully submitted,

[Signature]

Paul A. Wilhelm
Secretary to the committee