COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: March 4, 2008

Approved on: April 1, 2008

Members Present: P. Coleman-Burns, B. Evans (Chair), R. Holland, J. Lee, J. Matlock, C. Smith (SACUA Liaison); K. Avant (recorder).

Members Absent: B. Brush, Katy Downs, A. Ismail, W. Lu, R. Ortega, L. Monts

Chair Evans convened the meeting at 11:45 a.m.

CONSIDERATION OF MINUTES
The minutes of February 18, 2008 were approved as submitted.

DIVERSITY REPORT
The official heading for the faculty diversity report is “Trends in Minority Faculty participation.”

ANALYSIS OF REPORT DATA AND CHARTS
1. Faculty hiring has an impact on the participation levels for both Blacks and Hispanics
2. There is a significant difference in time-to-tenure for minorities vs. whites. However, the trend can be explained in that the numbers are not going up instead of them going down
3. The committee agreed to use a global perspective in the report but to mention during the presentation of the findings that if one were to analyze the data with respect to citizenship status, the trends may not be the same
4. Minority (underrepresented) women will be included in the report as well
5. The committee agreed to put the available data in the appendix of the report along with a statement that the analysis that has been performed thus far on the data is not absolutely complete. There are other ways to analyze the data that has been collected so far.
6. The committee also agreed to note that there are not many Native Americans represented by the data. There are only 8 Native American faculty members on three different campuses.
7. The committee agreed to recommend desegregating African Americans and other Blacks to further analyze the data.

OLD BUSINESS
There was no old business.

NEW BUSINESS
There was no new business.
The meeting adjourned at 1:00 pm.

Respectfully submitted,

Kenya Avant
Secretary Pro-tem