COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: March 19, 2009

Approved on: April 16, 2009


Guest: J. Matlock

Chair Holland convened the meeting at 2:10PM.

APPROVAL OF AGENDA AND MINUTES
The February 13th minutes and the meeting’s agenda were approved.

OLD BUSINESS
The Committee’s article in The Record, “Is faculty diversity dead?”, was enthusiastically endorsed by the Faculty Perspectives Editorial Board. A minor change was made to the article: “negative” was changed to “unfortunate” in the article’s concluding paragraph. It will be featured in the first April edition of The Record. The article motivated faculty to look at the report, which had previously been blocked by Lester Monts.

As previously discussed, Chair Holland met with John Matlock, who attended today’s meeting. Although J. Matlock disagreed that L. Monts knowingly suppressed the report, he did like the Committee’s unit report card idea, which J. Lee has started working on. J. Matlock also suggested broadening the report to students and staff. The Committee agreed that although its charge is fundamentally linked to students, the Committee should focus more on the faculty perspective, which will inevitably touch on student-relevant issues.

The Committee discussed diversity among students, and particularly the “Student Academic Success Report” that was released by the Academic Affairs Advisory Committee. Most AAAC members did not endorse the report, which treats lower minority enrollment and involvement as a positive University trend. The Committee agreed that the report demonstrates that diversity measures are more relevant than ever, as opposition to diversity is still present.

To this effect, it was noted that the Committee must choose one project or activity on which to focus, notably faculty hiring. Recruitment and retention should be the primary areas of concentration, as many of our long-standing minority faculty are potential candidates for retirement.
The Committee continued its discussion on minority faculty retention. Members expressed frustration about the inaccessibility of reports and data. Discussion returned to the Committee generating its own survey on faculty that have left the University. Meeting with Anthony Walesby in April will hopefully give the Committee access to relevant reports about faculty searches.

**NEW BUSINESS**

The Committee noted the lack of cohesion amongst diversity efforts throughout the University. Many different organizations share the Committee’s goals, but it is difficult to coordinate what efforts are being made. The University’s “Diversity Matters” website has the potential to further coordinate efforts if it is regularly updated and involves all relevant organizations. It was suggested that the Committee form a relationship with the Diversity Council. Chair Holland will be meeting with L. Monts to discuss this and related suggestions.

The Committee also discussed possibly submitting a year-end report to SACUA and looking into the Interdisciplinary Faculty Initiative.

Additionally, some members’ terms are expiring at the end of the semester. Those who would like to continue serving on the Committee will be notifying SACUA.

Members were asked to prepare possible questions for the report card project.

The meeting concluded at 3:20PM.