COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of 24 March 1998  
Circulated 13 April 1998  
Approved 14 April 1998

PRESENT: C. B. Smith (Chair), Scott Hunter, Bob Megginson, Charles Ransom, J. Sanchez, Rudy Schmerl, Lester Monts, John Matlock, Jen Yang  
GUEST: John Matlock

The meeting was called to order at 5:27 PM  
The agenda was approved without modification.  
The minutes from February 24, 1998, were approved with one modification.

C.B. Smith stated that the deadline for the recommendations is Monday, April 20, 1998. He noted at that point that SACUA members change (three memberAs terms expire, three new members take office). He stated that the committee has three recommendations to go over. L. Kleinsmith noted that the recommendations seem to be closely related and inquired about the relationship. As Smith briefly described each one, L. Monts entered and asked who the study was for, referring to one of the recommendations that suggested the use of a study. He then stated that the first step was to ask the units if they want it. C. Smith noted that there is an underlying assumption of improvements in recruitment and retention. L. Monts stated that the strategy of each school is different from another. He asked how many studies were going to be compiled. C. Smith stated that they were looking for successful practices.

L. Monts stated that he had questions about the funding. He stated that the committee should convince him so that he convince the Provost, and the provost will take it to the deans.

L. Kleinsmith stated that the committee has been getting the message that the committee should concentrate on what the faculty can do. He asked if the committee was going to actually be conducting the study, and if not, inquired what the nature of the committeeAs role would be. L. Monts noted that this committee would commission it.

C. Smith noted that a government study was commissioned by the School of Education. In Item #2 it stated that the study was of much broader interest to the faculty. It stated that it is a value to all faculty not just underrepresented groups, and most of all to minorities. It noted that mentoring does exist and can be enhanced, by being applied to all faculty. It also proposed a tracking of minority faculty. L. Kleinsmith asked why all
faculty would not be included in the study. C. Smith answered by stating that there are too many faculty to do that. L. Monts added that one has to be practical. He questioned widespread support. He added that more than just money is needed, and that the committee needs to think about the broad nature of it. He stated that one needs to touch base with people who are already doing it. He also noted that the issue seems to be more complex than what was being implicated.

L. Kleinsmith stated that he would be more comfortable with an all faculty program. L. Monts noted that while not in the full population, more natural mentoring is going on. L. Kleinsmith asked whether or not the departments that are not mentoring reject help. L. Monts suggested that a pilot be run. L. Kleinsmith added that beyond simply collecting data, asking these departments to share with the committee the facets they find interesting.

L. Kleinsmith, referring to the document, asked that the committee mentioned in Item #2 be named and asked if it was a mentoring committee. R. Schmerl stated that it was a Professional Development Committee, and then asked if there were faculty promotional guidelines. L. Kleinsmith stated that there are a whole series of things that are practiced. R. Schmerl stated that the practices should be known. C. Smith noted that the culture of a department needs to be exposed. L. Kleinsmith stated that collecting cultural practices is extremely difficult. J. Mattlock noted that it all gets down to personality. He stated that people finds ways to be positive and negative.

L. Monts asked how everything fits into what is already in place.

B. Megginson noted that this committee is writing in language that favors the CMU agenda. He noted that this is the same things that the more negative groups do.

L. Kleinsmith stated that it is going to be a hard sell. He stated that departments aren't going to want to cooperate. They are going to keep on doing whatever they want.

L. Monts suggested asking the deans how minorities are progressing, and what are they doing.

L. Kleinsmith asked if the departments are giving reliable information along the way or not.

R. Schmerl stated that it is important to focus on retention and recruitment. L. Monts added that it is important to retain people for a good reason. L. Kleinsmith suggested exit interviews, finding out why people leave is important. L. Monts stated that faculty of color leave largely for the same reasons that white faculty do.

C. Smith noted that it was getting late and the meeting would be ending, but that the recommendations need to be finished.

Next meeting is April 14, 1998.
Respectfully submitted,

Pedrick Jones