COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of the Meeting of March 30, 1999

PRESENT: Professors Megginson, Pedraza, Schmerl, and Smith; Mr. Ransom.

1. The minutes of the meeting of March 16, 1999, were approved without emendation.

2. Reports and Announcements.

(a) Professor Megginson reported his interview of a member of the LS&A Executive Committee. Race and ethnicity are not directly considered in recruitment and retention, but members of minority groups are often given to understand that emphases on given categories of effort can vary, e.g., on service rather than research. That, at least, is sometimes the impression conveyed in recruitment efforts. Retention, however, generally focuses on "traditional" measures of productivity, i.e., publications in recognized journals and grants and other forms of external support.

Certain departments generally recruit people only at the senior level, and then they attempt to recruit specific individuals whose areas of specialization are known and attractive to the department. In such instances, departments are understood to be exempt from the requirements of affirmative action.

(b) Professors Pedraza and Megginson said that they expected to interview members of the Executive Committees of the Departments of Sociology and Mathematics. Professor Schmerl said no, the agreement had been that they would also talk to people in Chemistry, English, and Psychology.

(c) Schmerl said that he had an interview scheduled with a member of the Executive Committee of the College of Arts and Science, U-M Flint, for Friday, April 2, at 2:00 p.m. Mr. Ransom agreed to go with him.

(d) So far only three responses to the questionnaire have been received, but a follow-up letter has gone out from the SACUA office to the deans who had agreed to participate in the survey. Schmerl said that he had noticed that the responses to Part II, Question 6, about sources of information about potential minority candidates for opportunities at the University, suggested unfamiliarity with most of the sources listed in the question. He asked Committee members to explore this issue in some depth in the interviews to be conducted.

PLEASE NOTE:

The next regular meeting of the Committee will be postponed by one day, to WEDNESDAY, APRIL 14, 1999, at 5:15 p.m. in the Conference Room on the First Floor of the Student Activities Building, UNLESS the Committee is notified otherwise before that time.

4. The meeting was adjourned at 6:50 p.m.