COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: April 1, 2008

Approved on: April 15, 2008

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

Members Absent: Katy Downs, A. Ismail, W. Lu, J. Matlock, R. Ortega,

Chair Evans convened the meeting at 11:35 a.m.

CONSIDERATION OF MINUTES
The minutes of March 4, 2008 were approved as submitted.

REMARKS FROM VICE PROVOST MONTS
Vice Provost Monts,

- Reported his satisfaction with the CMU faculty report and noted that it was well-received by others on campus
- Noted that the Provost of the University is considering ways in which to follow through on CMU’s recommendations
- Said there are various units on campus that have the means to conduct climate surveys
- Presented CMU members with examples of previous studies that were done in the University and requested feedback about the content and presentation of the studies
- Noted that when minority faculty members leave the University, it disrupts the running of various departments and negatively affects the advising support of the department
- Requested that CMU
  - Look into answering two questions: Why are minority faculty members leaving the University? What steps can be taken to remedy the situation?
- Mentioned that there are opportunities for faculty of color to be involved in various programs on campus such as the trip that University Gospel Chorale students recently took to Ghana. Also, such opportunities abroad will be expanded in the near future.
- Noted that the African Study Center will be opened as part of the International Institute
- Said there is a listing of the new faculty of color on campus. Lester will give CMU a copy of the list

DISCUSSION OF FACULTY REPORT
There will be an article in the Michigan Daily on Thursday, April 3 regarding the Faculty Report. Chair Evans spoke to the reporter on behalf of CMU, noting that University
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members have not yet commented on the report because the report has not yet been presented to the general University body. He noted that the Senate Assembly is scheduled to read and act on the report in April.

The introduction to the report needs to be revised:

- It should highlight the differences/similarities between the diversity issues of today and the integration/desegregation issues of the past
- Should compare the faculty response today to diversity-related issues to those of faculty 40 years ago

It was also suggested that the report be altered so that the legends for figures include at least one line of text describing the figures, which would add context to the findings. The same should be done for items in the appendices.

The new-faculty hiring process is supposed to consider diversity in its deliberations on hiring. However, it is unclear whether such consideration takes place because the methods for implementing such rules are lacking. The committee decided that it is important in future recommendations to include information about how the recommendations are to be implemented. The committee decided not to change the recommendations contained in the report. Once the report has been reviewed by the Senate Assembly, however, CMU may make minor changes to the recommendations section of the report.

DISTRIBUTION OF REPORT

Committee members discussed possible methods of distributing the report including:

- Sending copies to department heads and allowing them to distribute copies to their faculty members
- Giving the reports to minority faculty members and others assumed to be immediately affected by the reports findings
- Finding active committees within various departments and distributing the report to them
- Creating posters about the release of the report, posting them in various locations throughout the campus and sending out a mass email to raise awareness about the report
- Distributing copies of the report to the executive committees in various schools, including search committees
- Ensuring that members of the Diversity Council receive copies of the report
- Making sure that people who would not normally receive such information have access to and awareness of the survey’s content
- Giving copies to representatives for schools in SACUA so they can then distribute them to their faculty

One question was raised, are recipients of the report expected to do anything with it once they receive it. And will CMU facilitate such action? How?

Committee members decided the best course of action would be to make the faculty report and reports from previous years available as an online resource, placed within the same
website and indexed for ease of use. The proposal would include hyperlinks within the executive summaries of the various reports that link to the larger document. Also, CMU decided to strategically target key players to receive hardcopies of the report.

CMU is considering hosting an annual lecture that coincides with the release of the Faculty Report. Additionally, it was suggested that CMU collect information each year on the hiring activity for the year before, departmental and unit diversity reports and make the information available. C. Smith suggested that CMU focus the yearly reports on specific topics, and that in every third year, the committee offer a comprehensive report.

CMU will contact Anthony Wallesby (sp?) and invite the Diversity Council by email to the Senate Assembly meeting on April 21 where the report will be considered.

Committee members also decided to try to get something printed about the report on the Faculty Perspectives Page in The Record in order to raise awareness about the report’s content.

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Chair Evans will contact Lester Monts to encourage him to initiate and sponsor a meeting with faculty members about the findings contained within the report.

OLD BUSINESS
There was no old business.

NEW BUSINESS
SACUA will reconstitute committees in late April and early May. CMU should begin considering choices for a new SACUA Liaison.

C. Smith will forward to committee members a report regarding the Supreme Court and the changing face of diversity in higher education.

The meeting adjourned at 1:05 pm.

Respectfully submitted,

Kenya Avant
Secretary Pro-tem