THE UNIVERSITY OF MICHIGAN
Committee for a Multicultural University
Minutes of April 10, 1997

Present: Y. Kuniyuki, R. Megginson, C. Smith (Chair), J. Su, P. Wilhelm, Y. Wulff

Absent: D. Deskins (SACUA Liaison), A. Nadasen, J. Salazar, W. Yang

Items Distributed:

1. Agenda for April 10, 1997
2. Minutes of February 27, 1997 for approval
4. CMU Diversity Statement (draft) by J. Su and Y. Wulff

C. Smith called the meeting to order at 5:12 p.m.

Approval of Agenda. No changes or additions to the agenda were made.

Announcements. C. Smith announced that President Bollinger will meet with the American Association of University Professors on April 21 at 1:00 p.m. He noted that the president's position on affirmative action is likely to come up at that meeting.

Approval of Minutes of February 27, 1997. The minutes were approved without revision.

Report on the Roger W. Wilkins Lecture. C. Smith, the only member in attendance at the lecture, gave the committee a summary of the event. He first noted two unusual characteristics of the event. First, the Rackham Amphitheater was full; and second, the University's President was in attendance. Smith noted that President Bollinger was the first president to attend the Academic Freedom Lecture in its seven years of existence.

Smith reported that Wilkins was an extraordinarily eloquent and highly intelligent man. Wilkins developed an uncomfortable theme, according to C. Smith, and it was accompanied by one hour of complete silence on the part of the audience. At the conclusion of the lecture Wilkins was met with overwhelming applause.

Wilkins' lecture focused on the segregation in the city of Ann Arbor and within the University. C. Smith stated that he was sorry that the rest of the CMU could not attend the lecture and that he thought that it was the best of the seven lectures in the series.
Smith also announced to the committee that the world wide web page of the AAUP contains a new topic, entitled "Affirmative Action." This corner of the web page contains four papers on affirmative action, several with the theme that affirmative action is not necessarily the best solution for society's problems, but it is necessary.

**The 1997-98 Members of CMU.** P. Wilhelm reported that two new faculty members who had agreed to serve on the CMU were Judith Cameron from the School of Nursing and Charles G. Ransom from the University Library. C. Smith announced that Lou Kleinsmith, a biochemist and professor in the College of LS&A, will be the new SACUA Liaison to the CMU.

**Revised statement on diversity -- J. Su and Y. Wulff.** The committee turned to the most recent statement on diversity drafted by J. Su and Y. Wulff to offer suggestions and approval. Y. Kuniyuki first suggested that the final sentence of the draft be changed from "tragic shame" to a positive construction. The committee discussed the nature of the University's leadership role in the area of diversity and came up with a final sentence that states: "Our University should assume such a leadership role by cultivating a similar diversity within itself."

**CMU Annual Report.** C. Smith reported to the committee that he would be handling the presentation of data in the report. Smith asked Y. Kuniyuki to present any recommendations he had developed for the report. Y. Kuniyuki suggested that the committee discuss possible recommendations, as this area was too sensitive to be done by only one person. As a result of this discussion, the committee developed the following recommendations for it report to SACUA and the Senate Assembly:

1) The University should increase its representation of African Americans, Native Americans, and Hispanics in faculty positions.

2) The University must develop strategies to develop and retain such faculty.

3) Since certain minority faculty dedicate the majority of their research and teaching time to interdisciplinary programs, such as the Center for African American Studies, Women's Studies, and the Program in American Culture, such units should have a significant role in the tenure-granting process.

4) The University should examine programs, such as the Professionals in Training Program in the College of Engineering, as models for programs in other schools, colleges and units of the University. The program in the College of Engineering is not race-based, but attempts to assist students of all backgrounds in their academic work.

5) The University should develop a strong incentive program for non-minority faculty members who spend a significant amount of time working with and developing programs for minority students and faculty.
In the discussion, R. Megginson noted that there is a structural problem in the University with respect to minority faculty. He presented the example of a non-tenured faculty member directing the Native American Studies Program. Also, he noted that the problem is not just a matter of bringing minorities to the University, but of retaining them.

With regard to students, Y. Kuniyuki raised the question of recruitment of minorities. C. Smith stated that he felt that the University's recruitment of minorities is really very good. He noted that the University needs to focus on what happens to minorities once they get to the University. He noted that most African American students are placed into the Comprehensive Studies Program (CSP), which suggests a racial bias that could be harmful. Megginson noted that the CSP tries to include all minorities. C. Smith commented that the CSP sections often are not as content-driven, and students could come out of such sections with a lesser education than those enrolled in non-CSP sections. C. Smith also noted that not many minority students are enrolled in the Honors Program. The committee agreed to discuss further a possible recommendation to abolish the CSP and the Bridge Program.

R. Megginson raised the question of faculty reward structures. C. Smith offered the recommendation that the University develop a strong incentive program for those non-minority faculty members who spend a significant amount of time developing minority students.

Regarding the data for the annual report, C. Smith asked the committee which period of time they wished the study to cover. The committee agreed to present a ten-year study.

**Old Business.** The committee took up no old business.

**New Business.** The committee took up no new business.

The next meeting was set for April 24, 1997 at 6:00 p.m. in 1023 Tisch Hall.

Respectfully submitted,

Paul A. Wilhelm
Secretary to the committee