COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: September 19, 2008

Approved on: November 11, 2008

Members Present: P. Coleman-Burns, B. Evans (Chair), K. Kearfott, J. Matlock, N. Mirkin, L. Monts, A. Schwedt, C. Smith, T. Tsang, L. Carr (recorder)

Members Absent: B. Brush, W. Lu, R. Ortega, R. Sanders

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

CONSIDERATION OF MINUTES
The minutes of April 15, 2008 were approved.

TIMING OF MEETINGS
Discussion revolved around the need to meet more frequently. Chair Evans will email all members to determine available dates. Meetings should occur twice per month to achieve goals of committee with one meeting per month hosting a guest.

2008-09 COMMITTEE ACTIVITIES/PRIORITIES
List of activities/priorities were reviewed. They are:

1. Issues of climate
3. Report on race and gender makeup of all deanship levels, all provost levels and executive officers. Department chairs could be included.
4. University-wide survey on faculty perceptions and experiences of racial and gender inequities and discrimination.
5. A working conference focused on initiatives for sustained improvements – quantitative and qualitative – in faculty diversity.

Members were asked to think about the list of items and to contribute other items they believe are important.

L. Monts suggested that in order for the Committee to achieve at a high level of business, there must be good attendance by all members. General Counsel and the Provost could be brought in to discuss ongoing business. L. Monts announced that he will be working with General Counsel on the faculty hiring programs put forth by President Coleman.

Chair Evans announced that there could be subcommittees developed based on the priorities of the committee. A discussion revolved around the limitation of possible
topics, such as race and gender, or whether the sexual orientation could be included.

“Women in research” was suggested as a possible topic by Chair Evans. Historically there has been no monitoring of the movement of women in research over time.

Although this committee advises L. Monts, information gathered could be shared with all the deans of colleges and schools.

Possible guests were suggested: Anthony Walesby, Abby Stewart.

SENATE ASSEMBLY MEETING 21 APRIL
Chair Evans requested the presence of CMU members at the next Senate Assembly meeting on April 21 in the 4th floor auditorium in Palmer Commons (Founder’s Room). C. Smith will take note of the number of Committee members that are present.

Chair Evans agreed to meet with L. Monts and A. Walesby to inquire about access to pertinent databases and to request support in developing a yearly report on hiring trends. The Committee also noted the need for statistical support in analyzing data that is gathered.

The Committee discussed having SACUA sponsor a town meeting on the issue of diversity, specifically on Faculty Retention rates and other relevant topics. The purpose of the meeting would be so that people in attendance can make recommendations on how various units and departments can make changes to their hiring and retention practices to further the goals of diversity.

The Committee decided to draft an article for the “Faculty Perspectives Page” in the local paper. The article will reference ADVANCE (run by Abby Stewart) and PACWI, which shows that women are not equally represented at the University. The Committee will decide amongst itself by email who will work on drafting the article.

NEW BUSINESS
Given that it is the end of the academic year, the meeting time for CMU will most likely change. Members will be kept abreast of any time change.

OLD BUSINESS
Members of the committee agreed to meet with the new chair of SACUA, David Potter, to aid in searching for candidates to sit on CMU.

The meeting adjourned at 12:40 p.m.

Respectfully submitted,
Kenya Avant
Secretary Pro-tem