Present: D. Deskins (SACUA Liaison), Y. Kuniyuki, J. Salazar, C. Smith (Chair), J. Su, P. Wilhelm (Secretary), Y. Wulff, W. Yang

Absent: C. Gilmer, R. Megginson, A. Nadasen, S. Pandit, D. Zarazua

Items distributed:

1. 1994 Annual Report to the Senate Assembly
2. 1995 Annual Report to the Senate Assembly
3. Proposed Statement on Diversity
5. List of Committee Members

Chair Smith called the meeting to order at 5:10 pm.

Agenda. There were no changes or additions to the agenda.

Opening comments. Smith detailed the history and background of the committee, noting that one of the committee's earlier projects dealt with problems of international students at the University. Smith observed that at this present time the University is in a period of transition with new people coming in to fill executive positions and that this committee has an opportunity to let itself be heard and possibly influence the course taken by the new University administrators.
Smith explained that the CMU previously had sent two annual reports on minority faculty at the University to the Senate Assembly, although no report was made this past academic year. Smith suggested that the committee consider submitting a report this year.

Smith noted that last year the Vice Provost for Academic and Multicultural Affairs, Lester Monts, began attending the meetings of the committee and that the Vice Provost had indicated that he would continue to attend committee meetings during the current academic year.

Smith explained that CMU does have at least two open positions and encouraged the current members to recommend others who might be appointed by SACUA.

**CMU Statement on Diversity.** Smith asked committee members to consider whether they wished further action by the Senate Assembly with respect to a statement on diversity. Wulff commented on the purpose of the statement that the committee sent to the Senate Assembly last Spring. She said that the statement was developed because of recent court cases dealing with affirmative action and possible legislation that might be enacted into law. She noted that the committee hoped that University faculty would make a formal statement in support of diversity. Wulff expressed doubt that the modified statement, adopted by the Senate Assembly last Spring, fulfills the purpose that the committee had intended. It was noted that the CMU had expended considerable effort to make the statement one on diversity and not a statement on affirmative action.
Yang raised a question with respect to the difference between diversity and affirmative action. Wulff replied that the difference might be a legal one and that the committee ought to discuss it. Smith suggested that the CMU might hold a retreat to debate these issues. The discussion turned to quotas. Smith indicated that CMU was careful not to use numbers or speak of quotas in the diversity statement. Wulff and Smith both acknowledged that they were aware that in the past quota systems were used in some colleges and universities.

**Surveys and studies.** Smith said that an exit survey of minority faculty had been discussed during the past academic year by the CMU. He noted that if the CMU does decide to conduct such a survey, it must generate a grant proposal to submit to SACUA. Wulff suggested the committee look at reports international students with regard to courses of study, academic concerns, etc. She also suggested that the CMU should update the bibliography of the 1994 report on minority faculty.

**DPSS.** The committee discussed the pending review of the DPSS by the Boylan Committee and asked Wilhelm to obtain the charge to the Boylan Committee and a list of that committee's members.

**Liaisons with other committees.** Smith noted that the Vice Provost had suggested that CMU might have a member serve as a liaison to each of two other committees that currently deal with multicultural issues at the University, namely the Council...
Multicultural University (COMU) and the Presidential Advisory Committee for Women's Issues (PACWI). Su said that he had been a member of COMU during the past year and expressed interest in being the member to serve as a liaison to COMU.

Unit and Central Administrator Study. Smith reported on an earlier study that found that at the University, out of all the department chairs, there were only two people of color, both Asian. With respect to University Programs, a few had minority directors, but these were minority programs. Deskins noted that among the deans, there was one African American female dean, but no minority male deans. Of administrative officers in the Fleming building, 15 percent were African American. The CMU agreed that this study should be updated and completed. Wulff suggested that CMU look at age as a statistic in this study.

CMU Annual Report. Smith strongly urged the CMU to submit an annual report to the Senate Assembly this year and noted that the report must be near final form by the end of February, 1997, so that it can be submitted to SACUA and presented to the Senate Assembly before the end of the 1996- academic year academic year. Deskins suggested that the report might address the diversity statement adopted by the Senate Assembly last Spring. He expressed the opinion that the statement which was adopted by the Senate Assembly stripped the statement proposed by the CMU of its meaning and value. Deskins indicated that the Senate Assembly should consider the status of the Michigan Mandate and the Agenda for Women. He noted that whether the two programs are separate or combined as one will be highly significant. Smith
requested that this question of separation/non-separation be put on the agenda for CMU's next meeting.

The meeting was adjourned at 6:25 p.m. The next meeting of the CMU will take place in Room 6065 of the Fleming Administration building on October 10, 1996.

Respectfully submitted,

[Signature]

Paul Wilhelm
Secretary to the CMU