THE UNIVERSITY OF MICHIGAN
Committee for a Multicultural University
Minutes of October 10, 1996

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

Guest: John Matlock, Assistant Vice Provost for Academic Affairs and Multicultural Initiatives

Absent: C. Gilmer, R. Megginson, S. Pandit

Items Distributed:

1. Agenda
2. List of Membership of University of Michigan Task Force on Campus Safety and Security, 1996-97
5. Charge to the Task Force on Campus Safety and Security, 1989
6. Confidential Draft of processed data on University Chairs and Deans Chair

Smith called the meeting to order at 5:08pm

Agenda. There were no changes or additions to the agenda

Announcements. Smith reminded the committee members that the Sixth Annual Academic Freedom Lecture will be delivered on Monday, October 21, 1996, at 7:00pm. at the Lydia Mendelssohn Theatre in the Michigan League. He noted that the lecturer will be United States District Judge Avern Cohn of the Eastern District of Michigan, who ruled on an early version of the code of student behavior and he handled the Jake Bakker case.

Approval of Minutes of September 26, 1996. Minutes were approved without revision.

Comments from John Matlock. Matlock introduced himself to CMU and said that he was pleased and honored to meet with the CMU. He told the committee about his background, including that he had worked at Tennessee State University, an historically Black University, and had been a chief-of-staff for Congressman Ford of Tennessee as well as for Congressman Conyers of Detroit. Matlock received his Master of Arts in journalism from the University of Michigan and his Ph.D. from the Center for the Study of Higher Education at the University of Michigan.

After this introduction Smith asked Matlock about the status of the Freshman Year Study. Matlock replied that the results will be released within 30 to 45 days. He said that it is currently being edited.
Report on DPSS Review Committee. Wilhelm reported his findings on the Task Force on Campus Safety and Security. He directed the committee to the list of members of the Task Force and to the documents on the Task Force that had been distributed. Smith asked the committee to take a few minutes to read the documents.

Discussion concerning the documents: Deskins commented that the definition of "climate" in these documents is a very narrow one. Matlock had four comments on the documents. First, he stressed that the CMU needs to see the original twelve recommendations to the Task Force on Campus Safety and Security. Second, he noted that the review by the Task Force will intersect with the activities of the Gross Committee, which is the DPSS faculty oversight committee. Thirdly, Matlock noted that there were no references to minorities in the documents, when past treatment of members of minority groups was a major reason for the formation of the Task Force. Finally, Matlock pointed out that the Task Force was not looking at complaints that were received by the DPSS but not forwarded by the DPSS to the Gross Committee, but were handled internally. Smith pointed out that some of these unreported cases involved students of color. Smith also voiced his concern that he did not recognize any faculty of color on the membership of the task force, only administrators of color. He noted that of the five groups on the Task Force only one (Group III) would address the concerns of the CMU.

Deskins pointed out that Groups II and IV deal only with "safety" and "security." He stressed that issues other than safety and security should be brought up. He also directed the CMU to a comment in the documents about a survey instrument that would soon be finalized. He suggested that the CMU request SACUA to obtain the instrument and forward it to the CMU. Wulff asked Deskins if he to expand the definition of "climate" for the Task Force. She asked how the CMU would change the definition. Deskins restated that the Task Force was merely surveying people's perception of safety and security in the University environment. He said that the Task Force apparently does not plan to inquire about other issues. Wulff stressed that the CMU needed to be clear about what the definition of "climate" should be so that it gets what it wants. Smith asked Wulff and Deskins draft a definition by next week and stressed that the CMU needs to respond rapidly.

Matlock said that a crucial point was that safety and security are defined in the absence of DPSS and people's perceptions of it. The Boylan Committee looks at powers and policies but not practices, Matlock said. Wulff inquired as to which negative experiences people were having with DPSS. Matlock responded that the constant checking of ID cards was one. Deskins added that another was the members of the police force seemed to feel that Black students on our campus do not know how to behave. He had heard of cases, when a few Black people get together for some assembly, DPSS officers over-police it. Yang suggested that it is not University of Michigan students who are the problem but young people from outside of the University. Matlock said that another concern was how the department responds to 9-1-1 calls. Matlock stressed that people's perceptions become their reality; therefore, we need to include perception in "climate."

Study of University Administrators. Smith introduced some data related to a study of University of Michigan administrators. The data focused on four groups: executive officers, deans, chairs, and directors. He noted that people with the title director have a wide range of affiliations. Smith said that the CMU is interested in those who are directors of academic programs because they deal with faculty and students. In reference to the data, Smith pointed out that there are no Black, Hispanic or Native American departmental chairs on the any of the campuses of the University of Michigan. He also noted that there are very few Asian chairs. The CMU discussed the list of departments in the database. The committee concluded that the Biophysics Research Division and the Officer Education
Program were not academic, degree-granting departments and should therefore not be included. Smith noted that the departmental chairs at the University are overwhelmingly non-minority and are overwhelmingly male. Smith noted that the age range for chairs was 39 to 69 and the mean age was between 50 and 55.

In the discussion of the data on deans, Smith first noted that the title dean does not necessarily refer to the head of an academic unit. Examples of this are the University Library Dean, the Dean of Students, and the Dean for Academic Outreach. Smith pointed out that there is one Black woman dean, and no Asian, Native American, or Hispanic deans on the Ann Arbor campus. At Dearborn, there is one Asian and one Native American dean. He noted that the overwhelming majority of deans are men.

Smith then turned to discussion on the credentials of associate deans. Of the associate deans, he first pointed out of non-minority deans, 21 of 23 hold doctoral degrees. Of women in this category, 11 of 11 hold doctoral degrees. All Asian deans have Ph.D.'s. As for Black associate deans, 2 of 4 men hold doctoral degrees, and 1 of 2 women do. Then the committee looked at assistant deans. In this category, of non-minorities, 8 of 9 men hold doctoral degrees but only 2 of 7 women have doctoral degrees. Among Black assistant deans, 2 of 4 men and 2 of 6 women hold doctoral degrees.

Wulff inquired about what the responsibilities of these deans are and suggested they might be involved in the department budget. Yang responded that in Engineering, an assistant dean is responsible for raising money. Yang asked what the CMU should do with these figures. Smith responded that the CMU should make a short report to SACUA.

Liaison with other committees Smith reported that he had informed Lester Monts, Vice Provost for Academic and Multicultural Affairs, that CMU has an interest in having a liaison with other committees involved with multicultural issue. Wulff noted that the CMU is a SACUA committee; and, therefore, that it should to the President and Provost that such appointments be made. Smith said that he would contact SACUA chair Thomas Dunn to see if he thinks it should be done that way.

Other Deskins suggested that the CMU talk about the diversity statement. He noted that at a SACUA meeting it was proposed that the statement of diversity adopted by the Senate Assembly in May, 1996, be sent to the faculty. Deskins said that the Senate Assembly statement on diversity was no more than an affirmative action statement. Deskins questioned the need to send the statement to "go before the faculty, while nothing else from SACUA does?" Deskins asserted that the accepted statement is "hollow", and he reminded chair Smith that Smith had felt that even the CMU's statement had been weak (even before it was amended). Deskins added that he thought that the Senate Assembly statement basically says that diversity has no value on this campus. He said in conclusion that the statement may be referred back to the CMU.

The next meeting was set for Thursday, October 24 at 5:00pm in 6065 Fleming Administration Building.

The meeting was adjourned at 6:29pm.

Respectfully submitted,

Paul A. Wilhelm

Secretary to the committee.