Present: Rashid Bashshur (Chair), Joan McGowan, Joan Hellmann, Emily Gould (student), Karen Downing, Steve Sumida, Charles B. Smith, Cheng Mignonette, Julia Tai, Adrianna Kezar (student), Jonathan Kidd (student)

Absent: Robert H. Hayashi, Thomas E. Moore

Introductions

The meeting began with brief introductions from all of those present. It was announced that as of the time of the meeting there remained one student member yet to be appointed by MSA. Any member knowing of a person who would be willing to devote his or her time to the Committee should direct that person to MSA for an appointment and not to the Committee Chair.

Previous endeavors of the Committee

The Committee’s last project was a study on the quality of life for international students at the University of Michigan. Copies are available from the SACUA office for review by new committee members if they would like to do so. Some of the recommendations made in that study have already been implemented or are under consideration. The Chair was appointed to the search committee for a new Director of International Center.

The Committee’s current projects

The Committee is now concerned with completing the final stages of the study on the Climate for Minority Faculty at the University of Michigan. There are four parts to this study, some of which are near completion: information and data abstraction, interviews with the different colleges’ Deans, a review of pertinent literature, and a survey of minority faculty. Four separate sub-committees were formed in order to expedite the remaining work in each of the above areas. Members were asked to volunteer for each sub-committee according to their own interests and it was decided that the sub-committees should meet before the next meeting of the full Committee. Subcommittees will be asked to report their progress at the regular meetings.

Julia Tai and Charles Smith will constitute the sub-committee on Demographic/Data Processing. They will, with the help of Judith Cameron and Lee Perla, attempt to have the remaining data gathered and coded before the next meeting.

Steven Sumida, Joan McGowan, Joan Hellmann, and Mignonette Cheng will constitute the sub-committee on Policies and Practices of the schools and colleges.
Most of the interviews have been conducted, either with the individual Deans or their representative, and the remainder of the work will hopefully be completed by the next meeting.

Karen Downing, Adrianna Kezar, and Emily Gould will constitute the sub-committee on Literature Review. They will sort through and summarize all available and relevant literature to find references on the topic of the study, specifically: recruitment, retention, and quality of life. It was stated that, as this study is of a scientific nature, the scholarly approach will be especially important.

The Chair will prepare a survey questionnaire by the next meeting of the full Committee which will be distributed to minority faculty who are currently on campus (and possibly those who have left) with the intent of gathering first hand information on their attitudes and perceptions. Joan Hellmann, Joan McGowan, Karen Downing, Thomas Moore (tentatively), and Jonathan Kidd will form a fourth sub-committee to help conduct the surveys. Karen Downing mentioned that the School of Social Work may have done a similar study/survey a few years ago, however, she was not certain of its exact content.

The Committee had previously set the month of December as the target date for completion of the study for the Climate of Minority Faculty at the University of Michigan; however, it was decided such a deadline would not allow enough time for an adequate collection and examination of all the data. For that reason, it was agreed that the Committee will prepare a progress report to submit to SACUA by December but may not complete the final draft until either January or February.

Progress Report to the Committee

Charles Smith gave a preliminary report to the Committee on the data which he has been compiling and an overview of the preliminary results up to July first. The data included only the Ann Arbor campus due to time constraints. He distributed a brief summary of his presentation which included some early analysis and graphs of the raw statistical information to all members present for their use during the presentation. It was stressed by several committee members that the material in Smith's presentation was of a highly confidential nature and that it was far too early for anyone to draw any conclusions of any kind. Committee members were also urged not to share the information with anyone for exactly these same reasons.

The meeting was adjourned at 7:25 PM so that sub-committees could arrange to meet independently.

Respectfully submitted on this day, November 9, 1993.
Livio Perla