COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Approved Minutes of Meeting on October 14, 2005

Time: 1:00-2:30 pm
Location: 3704 School of Social Work Building
Present: O. Hong, A. Ismail, W. Lu, J. Matlock, J. McNally, S. Meerkov, C. Montori, L. Monts, R. Ortega (Chair); A. Chen, L. Harrington

(1) Members introduced themselves. A roster of members was presented and include the following: S. Meerkov (Engineering), A. Ismail (Dentistry), J. McNally (ICPSR), W. Lu (Engineering), C. Montori (University Library), R. Ortega - Chair (Social Work), O. Hong (Nursing), L. Harrington, L. Monts and J. Matlock and A. Chen (SACUA Student Support). Two student representatives will also be invited to join the Committee.

(2) The purpose of the Committee was reviewed followed by a brief discussion and review of prior activities. The report, The Quality of the Climate for Minority Faculty at the University of Michigan: A Report and Recommendations by the Committee for a Multicultural University accepted by the University of Michigan Senate Assembly December 12, 1994 was presented and discussed. The Committee members present suggested we consider updating the report and think about what might be missing that would further enhance an understanding of the climate of minority faculty the UM especially around issues of recruitment, retention and the University's social climate.

(3) The Report of the Committee to Consider a More Flexible Tenure Probationary Period was presented and members were invited to read and offer feedback to the Committee especially as they relate to a Multicultural University. Concern was raised, for example, about whether or not delaying tenure in some departments without changing barriers to tenure might merely delay the inevitable non-promotion. The Committee agreed to continue discussion on this matter. (For more information on the report refer to http://www.provost.umich.edu/reports/flexible_tenure/contents.html)

(4) Dr. Monts offered background on the Center for Institutional Diversity. He emphasized that the Center would focus on a broad definition of diversity, and framed the Center as an opportunity to engage in diverse scholarship that promoted dialogue between disciplines, professions and that linked community and University. He viewed it as an opportunity to invite leading scholars, community leaders and others to UM to engage the intellectual community in a national (and international) dialogue on relevant issues.
(5) Brief discussion took place focused on the Proposed Ballot Initiative. The Committee recognized the important implications of the proposal on the University multicultural climate if passed and agreed to continue dialogue on this issue.

(6) The Committee briefly discussed what a realistic task agenda would look like for this year's Committee and focused on expected outcomes for '05-'06. There was consensus on the study update previously mentioned as a priority. Commenting on the flexible tenure document was also mentioned as more of an immediate priority since all comments are expected for review by SACUA before the end of the year.

(7) Committee members discussed the importance of engaging diverse students in various units. Discussion followed focusing on providing mentoring for high school students interested in science, math and engineering. The idea of a weekend tutorial program or opportunity for students to develop important skills relevant to science, math and engineering was proposed, framed as "Sunday school" that would support diverse student learning in preparation for college. Discussion followed.

(8) Adjournment: 2:15pm

Next Scheduled Meeting: November 18 in 3704 SSWB at 1pm