COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: October 16, 2007

Approved on: November 6, 2007

Members Present: B. Evans (Chair), C. Smith (SACUA Liaison), P. Coleman-Burns, Katy Downs, R. Holland; E. Arents (recorder).


Chair Evans convened the meeting at 11:03 a.m.

WELCOME AND INTRODUCTIONS

Chair Evans invited each member present to introduce him/herself, and discuss past involvement with the Senate Assembly Committee for a Multicultural University (SACMU) or related activities. As this is Chair Evans’ first year on the Committee, he asked that past members identify those issues that should continue into the 2007-2008 academic year.

Professor Holland is a professor at the School of Dentistry. He has been involved with diversity-related activities at the University for many years, and was chair of SACMU for some time. Dr. Holland reported that during the past year, SACMU members worked on preparation for and response to Proposition 2, and began discussion about results of a survey on faculty composition. No analysis has yet been completed on these results.

Professor Downs is a faculty member in the School of Medicine – Otolaryngology. Within the Otolaryngology department, she has served on the Diversity Committee. She has also been a chair of the Diversity Committee for the National Society of Genetic Counselors. This is Professor Downs’ first year as a member of SACMU.

Professor Coleman-Burns is currently an Assistant Professor and Director of Multicultural Affairs in the School of Nursing. She was on the Diversity Council subcommittee charged with planning this year’s Diversity Summit. She was also a member of SACMU last year. Professor Coleman-Burns reported that in the past year the Committee did a lot of work on the Senate response to Proposition 2 and its implications, and the effect on the University’s commitment to diversity as a community.

Professor Smith is currently the Chair of SACUA, and has elected to serve as the SACUA Liaison to SACMU for the 2007-2008 academic year. He began work with diversity within the School of Medicine during the 1970s, and during the early 1980s became very involved and interested in diversity work at the larger University level. Professor Smith has been a member and chair of SACMU in past years, and this year asked to be the SACUA Liaison to the Committee. According to SACUA rules, the liaison is the regular voting member of the Committee.
MEETING SCHEDULE

Chair Evans introduced the topic of frequency and occurrence of Committee meetings. After some discussion, Committee members agreed that biweekly meetings would ensure a productive Committee schedule, while taking into account the various demands on members’ time.

It was agreed that Tuesday from 11:30 a.m. to 1:00 p.m. would be convenient for all present. Chair Evans will circulate this time by email to all absent members, to ensure that this would be convenient. Meetings for the remainder of the academic year are tentatively scheduled for midday, on the first and third Tuesdays of the month.

DIVERSITY COUNCIL

Professor Coleman-Burns reported that the next meeting of the Diversity Council is Thursday, October 18, and is chaired by Anthony Walesby. The Council typically has representation from schools and colleges, various Vice Presidential Offices, and students, depending on scheduling. Chair Smith noted that there is currently no formal relationship between the Senate Assembly and the Diversity Council.

FACULTY POPULATION REPORT

Professor Holland reported that during the Winter 2007 term, SACMU was given the results of the Faculty Population Update Report, which illustrates changes in faculty composition at UM, focusing on underrepresented minority faculty. This report is an update to the original survey, which was taken in 1994-1995. Professor Holland reported that there had been some discussion of the results, but no analysis had been begun when the academic year 2006-2007 ended.

There was discussion of the charge to the Committee by Senate Assembly. SACUA staff will provide this to Committee members for future reference.

Professor Smith reported that the Senate Assembly was anticipating a response report on the updated report by SACMU. There was general agreement that the updates to, discussion of, and response to the survey results would be a priority for the upcoming academic year for the Committee.

Chair Evans suggested that SACMU form a small subcommittee to provide the Committee with a draft response to the results. He will email the entire group and ask for feedback on and approval of this suggestion. Professor Holland added that before the subcommittee begins its work, the whole Committee should have discussion about the most pressing issues that the response report should consider.

There was discussion about whether the UM data would be compared to similar data at peer institutions. Professor Smith said that the Committee on Institutional Cooperation could be one source of such information about other institutions. Professor Downs added that national professional associations, such as those for Nursing and Medicine, might also have such data available to the public. Professor Smith said that the Hunter Database might be helpful for information about the sciences, as it has a record of those who received a PhD in a scientific field. Professor Smith notified Committee members that SACUA staff can assist with any tasks
other than composition of the final report. Professor Coleman-Burns reported that trend analysis about faculty hirings was presented in a recent Diversity Council session by Laurita Thomas and Anthony Walesby. SACUA staff will research this analysis and present it to Committee members for review.

Chair Evans reported that a recent article in *The Chronicle of Higher Education* includes a breakdown of race and gender, based on a database maintained by the Department of Education. He added, though, that the data featured in the article is difficult to download, and the original database is nearly inaccessible. Professor Smith said that a colleague can help with accessing the Department of Education database. Professor Downs notified the Committee of an internal grant through the Bioethics Program might be utilized in this project, and volunteered to help with the completion of a proposal for funding. The application is due at the end of October. Members discussed the idea, and agreed that application for the grant is a good idea.

There was general discussion about the need for this kind of research and discussion to take place, as there are few who will claim responsibility for its completion. It was agreed that the detail needed for a valuable analysis would require a years-long process, but that the Committee should begin work immediately.

**ROLE OF THE COMMITTEE**

There was discussion of the role of SACMU. The Committee and its Chair make an annual report to SACUA and to the Senate Assembly. The Committee is advisory to Senior Vice Provost for Academic Affairs Lester Monts, and Director of the Office of Academic Multicultural Initiatives John Matlock. Both Mr. Monts and Mr. Matlock are ex-officio members of the Committee. Members discussed the priorities of the Committee as primarily aligned with faculty concerns, although student concerns have been addressed by SACMU in past years.

**FACULTY RECRUITMENT AND RETENTION**

Professor Smith suggested that the Committee discuss strategies for involving faculty in diversity recruitment and retention at the University. There was general discussion of this idea, and it was agreed that it would be added to the agenda for the coming year.

**FUTURE BUSINESS**

Chair Evans summarized the Committee’s discussion of tasks for the coming academic year:

1. Diversity Council and its relationship to SACMU and Senate Assembly
2. Response report to the updated survey on faculty population (SACMU to give a report to SACUA and the Senate Assembly in early 2008)
3. Involving faculty in recruitment and retention of underrepresented groups

Minutes from this meeting will be distributed to all members for review and approval. Members will review meeting times, the three items of interest for future Committee business, and the minutes. Any corrections to the minutes will be submitted by email, as approval of minutes will be made final by consent prior to the following meeting.
The meeting adjourned at 12:00 p.m.

Respectfully submitted,

Emily Arents
Secretary Pro-tem

The next meeting of the Committee for a Multicultural University will be Tuesday, November 6 from 11:30 a.m. to 1:00 p.m. in 6063 Fleming Building.