COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes for Thursday, November 11, 1999

Members present: Ransom, Kasa-Vubu, Killion, Moje, Van Dort, Wahr, Bora, Anderson, Hajiyerou

Members absent: Pedraza, Allen, Inglehart, Sutaria

Meeting began 5:20 PM.

I. Introductions

After introductions there was a brief discussion about the purpose of the committee. Chair Ransom informed the group about the committee’s activities in the past. SACMU has produced many reports and is also responsible for the recommendations that are made to the Faculty Senate. The Faculty Senate generally approves the recommendations with few changes, but there has been no evidence of changes. Ransom mentioned a specific recommendation concerning diversity component in the merit and tenure process that has never been implemented by the Faculty Senate to date. Ransom advised that the committee not focus on gigantic changes but on smaller issues. Ransom expressed his desire to invite Lester Monts to a SACMU meeting to get an input about where the committee should go. The members were in agreement with that plan.

II. Summary of Last Years Report

Regarding the recommendation on tenor and mentorship, it was discussed that there is not a set of criteria made up by each department. Dean of the Political Science program at Flint had talked about a mentoring program for Junior Professors. Ransom mentioned that SACMU asked SACUA for money to hire a grad student with a more scientific approach to draw up surveys but no money was ever received.

Concerning the medical school, Wahr brought up the need for a proposal to implement a mentor status within the department. She mentioned that the office of minority affairs is in the student office so as long as one is a student, its fine, but there is no support for residents. Once the medical students enter residency there is no help from residency for diversity.

III. Lester Monts Lunch Comments

Moje mentioned Monts point about the need for a focus on diversity in every aspect of the Senate Assembly committees. Anderson pointed out the complexity of this issue,
however, mentioning that no one wants to be token as the one who speaks for a certain ethnic group. The idea of a designated diversity office or coordinator can be very limiting.

Josephine Kasa-Vubu expressed her concern that education is suffering because of lack of diversity. She used medical school as an example. The students will become doctors who deal with patients and without a good cultural program in medical school, the competency of these doctors will diminish. Wahr mentioned that LCGME, the committee that licenses medical education added a requirement that every medical school have a program for cultural education, but the requirement is only for students and not faculty.

IV. Next Meeting

Ransom informed the group that he'll be contacting Lester for attendance at the next SACMU. The next meeting was confirmed for Thursday, December 9th from 5:15 to 6:30 PM at the SAB conference room on the first floor.

The meeting was adjourned at 6:15 PM.