COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes

Minutes Approved: March 16, 2004

Date: Tuesday, November 18, 2003

Time: 9:00 to 10:30 p.m.

Location: 3081 Fleming Administration Building

Present: Marita Inglehart, Les Thornton, Lester Monts, Satwant Samra, SeonAe Yeo,
Simboonath Singh, Pamela Geralin, Mary Mandeville, Mark Engberg

DISCUSSION OF THE COMMITTEE’S REPORT AND RECOMMENDATIONS

The committee’s recommendations for faculty recruitment and retention were sent earlier to the Provost’s Office. Sr. Vice Provost Monts commented that most of the recommendations are currently in place at the University and made the following specific comments:

1) The Provost and General Council have requested a report on race conscious programs from all departments.

2) A mentoring program is currently included on the Provost’s website, although it is up to individual colleges/departments to adopt these programs.

3) Committee should consider having meetings on both the Dearborn and Flint campuses and work to increase the presence of Flint faculty on the Committee.

4) Structural analysis (pay and space equity studies) have not been completed.

Discussion then centered on the need to search widely for a diverse pool of faculty candidates. A suggestion was made that information is needed on how different departments are achieving this goal. Sr. Vice Provost Monts commented that Michigan does collect information on the applicant pool for a particular search, but that this was done after the faculty member is already selected. Dr. Monts also discussed the PFIP (Provost Faculty Initiative Program), which is used to make quick hiring decisions.
regarding faculty of color. He expressed concern that employing rigid standards around faculty recruitment might compromise the efficiency of the PFIP program.

Discussion then turned to the need to communicate more effectively to faculty of color the availability of different social supports. Sr. Vice Provost Monts reminded the group that central administration can encourage different activities but the onus falls on different departments to create such support networks. Suggestion was also made to develop a handout that includes a comprehensive listing of all support networks available to faculty of color. Dr. Monts commented that the faculty orientation includes different tables in which the various groups are represented and felt that such a list would be difficult to compile and most likely incomplete. Suggestion was made to invite CRLT to a future meeting to discuss the nature of orientation programs.

TOPICS FOR THE ACADEMIC YEAR

The meeting then turned to a discussion of topics the Committee wanted to discuss during the upcoming year. Professor Thornton suggested the idea of creating a colloquium in which faculty could gather to discuss the current climate for diversity and mentioned a 1994-1995 report that was published on the climate for faculty of color. A suggestion was made to focus on one “hot button” issue from the report and make it a priority of the committee. It was also recommended that copies of the report (as well as other relevant studies such as the Advance Report, Women of Color in the Academy, and Michigan Mandate Updates) be distributed to the group for review. The group discussed several options for how to divide up the different reports, including having members read all reports, having members read one report, or having a student summarize major issues from the different reports. A final decision was made that all Committee members should read the 1994-95 Committee report before the next meeting.

Sr. Vice Provost Monts announced that the President is hosting a Summit on Campus Climate on February 11th that will focus on the campus climate and community for diversity. Dr. Monts would like the Committee’s voice to be reflected in the summit and will send out invitations to all Committee members. Dr. Monts also emphasized that the Committee is advisory to SACUA in addition to the Provost.

An upcoming meeting date was suggested for Tuesday, December 9th, 2003.