COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Approved Minutes of Meeting on November 18, 2005

Time: 1:00 pm -2:30pm
Location: 3704 School of Social Work Building

(1) Members not present during the first meeting of the semester (held on 10/14) were introduced and welcomed.

(2) Comments were made by attendees of the Complexity of Diversity Colloquium held on Nov. 10-11, 2005

(3) A substantial portion of the Committee's time was spent reviewing the SACMU report entitled 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). Ideas were generated for a follow-up study, and the following points were made:

- The definition of "minority" is unclear; what is the legal definition and how does the University ensure that a uniform definition of "minority" is used across the various units in terms of reporting personnel and other information?
- Why doesn't the reporting of Native Americans appear throughout the document; what decision rule was made to decide when and when not to include Native American personnel?
- Reflecting on the concept of multiculturalism, the Committee wondered if there ought to be further discussion of an elaboration of this concept to include other social identity categories besides race or ethnicity including ability status, sexual orientation, and so on?
- The Committee wondered how the reporting of joint appointment faculty are represented in the data.
- Given the new faculty positions relevant to research scientists the Committee suggested that tracking of research scientists ought to be included in all reporting
- The Committee agreed to limit data comparisons to 1993/1994 🌟 2004/05 time period.
- The Committee reviewed the recommendations and wondered if there was any follow up to monitor the recommendation relevant to mentoring faculty.
- A recommendation was made to ask the SACUA Chair about the status of the recommendations of the report. Also, the question was raised about the follow-up of the University-wide climate survey.
• A recommendation was made to rethink the reporting of information relevant to both the Dearborn and Flint campuses. In the 1994 report these campuses appear as line items synonymous to reporting of Ann Arbor campus areas of study.

(4) Committee members were encouraged to read the report entitled *Report of the Committee to Consider a More Flexible Tenure Probationary Period* and send thoughts as they relate to our Committee forward for a summary letter to the Senate Assembly expressing Committee members thoughts and concerns.

(5) Adjournment

Next Scheduled Meeting: December 9 at 1 pm in 3704 SSWB