COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Minutes of: November 27, 2007

Approved on: December 4, 2007

Members Present: B. Evans (Chair), C. Smith (SACUA Liaison), P. Coleman-Burns, R. Holland, A. Ismail, L. Monts, R. Ortega; E. Arents (recorder).


Materials Distributed:

1. Draft agenda
2. Charge from Senate Assembly to the Committee for a Multicultural University, dated September 1989
3. Draft minutes for the meeting of 6 November 2007
4. Draft minutes for the meeting of 6 November 2007, with revisions

The meeting was called to order at 11:39 a.m.

CONSIDERATION OF MINUTES

Committee members discussed the best way to maintain SACMU meeting minutes, considering the often controversial nature of the discussion content. It was agreed that minutes should very briefly summarize the discussion, and focus description on decisions and outcomes. At the same time, minutes should be as complete as possible, for consideration of Committee members absent, and members of the University community.

Dr. Smith noted that even if an item is not included in the approved minutes, it could still be reported to SACUA in regular updates.

CMU STUDY ON UNDER-REPRESENTED GROUPS IN FACULTY

Chair Evans suggested that Committee members consider and discuss the breadth and focus of the report, and what the final product should look like. It was agreed that the report should be data-rich, but should also be inviting to be read. There was discussion of the purpose of this and past reports, and the importance of detailed discussion of analysis and recommendation.

Committee members discussed possible ways to define the problem of under-representation. For some fields, comparison of degree production with faculty composition is reflective of utilization; in other disciplines, this is not the case. Comparison of the candidate pool with the composition of hired faculty is important to consider. It was suggested that SACMU invite
Assistant Provost and Senior Director of the Office of Institutional Equity Anthony Walesby to discuss these issues, including University data. His office could provide information about the pool of candidates considered for faculty positions. Committee members discussed the difference between inclusion in the candidate pool for federal requirement versus true consideration for a position.

The issue of climate is more difficult to quantify. Committee members agreed, however, that environment is a vital factor to consider. SACMU members discussed the distinction between increased representation of under-represented groups overall versus increased representation in certain departments.

Dr. Evans will canvas all Committee members in the period before the next meeting to narrow down the best focus and direction of the study.

**DRAFT RESOLUTION**

There was discussion of President Coleman’s recent announcement of 100 new interdisciplinary professorial positions. It was agreed that SACMU would draft a resolution for consideration by Senate Assembly about possible guidelines for these new hirings. Dr. Evans, Professor Ortega and Dr. Holland will prepare the document for Committee consideration.

**CTOOLS SITE**

SACUA staff will set up a Ctools resources site for all Committee members to share information.

**NEW BUSINESS**

There was discussion of the importance of faculty involvement in outreach programs for potential University students. Committee members discussed benefits of such outreach to the University and surrounding communities, and possible incentives offered to faculty for participation.

**DECISIONS FOR ACTION**

1. Chair Evans to prepare for the invitation of Mr. Walesby of the Office of Institutional Equity to a future Committee meeting.
2. Discussion about possible foci for SACMU report to continue via email.
3. SACMU to draft a resolution for consideration by the Senate Assembly on possible guidelines for hirings for President Coleman’s Interdisciplinary Faculty Hiring Initiative.

**MEETING ADJOURNMENT**

The meeting adjourned at 1:00 p.m.

Respectfully submitted,

Emily Arents
Secretary Pro-tem
The next meeting of the Committee for a Multicultural University will be Tuesday, December 18 from 11:30 a.m. to 1:00 p.m.