COMMITTEE FOR A MULTICULTURAL UNIVERSITY

Approved Minutes of the Meeting on December 9, 2005

Time: 1:00 to 2:25 pm
Location: 3081 Fleming Administration Building
Present: A. Ismail, J. McNally, S. Meerkov, R. Ortega (Chair)

(1) Reviewed strategy for updating the 1994 Committee 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).

Comments included:

All tables were reviewed and the consensus was that they should all be updated.

Recommended that all dollar amounts for salary tables be standardized.

Discussed the definition of the racial / ethnic minority categories. It was hypothesized that federal categories were used. Robert will schedule an appointment with Jeff Lee, the data analyst, for clarification. Comment made to advocate for a wider definition or “minority” in addition to federal guidelines.

Not clear what happened to the Native American group. Since the population size was small it was suggested that they were not included to maintain anonymity (again, this will be discussed with Jeff).

Re: Date of hire – use to reconstruct longevity; those who have been hired since 1993-94, report how many still employed.

Need to change language re: Black to African American.

The observation was made that units with no racial or ethnic minorities were deleted. It was recommended that all units should be included in the update.

It was agreed that tables will reflect a ten-year time frame, 1995 thru 2004.

When writing the report, need to reflect on "pipeline" - explore what the University has done to improve it. For example, involvement in preparation programs for youth (e.g., summer programs); considered as service.
Need to also consider focusing the report on recruitment and retention of racial and ethnic minority students.

Question was raised about "lost leaders" - faculty who left. Suggestion made to contact and interview them re: Why left? Where did they go? What would have kept them here?

Consider academic culture. How is the OVPR model working - are its efforts to build community through interdisciplinary collaborations successful?

(2) We discussed the report, Report of the Committee to Consider a More Flexible Tenure Probationary Period. Discussion emphasized the importance of focusing on academic performance when tenure and promotion decisions are made. Comment was made that flexible tenure should not be used to keep faculty but to keep promising faculty while providing on-going support for their productivity and performance in teaching. Comment was made that decisions about tenure should not be based on preferences but rather needs to be an academic decision.

(5) Adjourned 2:25pm

Next Scheduled Meeting: TBD – Please bring schedules for next semester