

## SACUA'S COMMITTEE FOR AN INCLUSIVE UNIVERSITY

### MEETING MINUTES – NOVEMBER 4, 2016

**In attendance:** Silvia Pedraza, Chair (LSA – Sociology and American Culture), Christianne Myers (Music, Theater, and Dance), Tershia Pinder-Grover (CRLT), Jesus Cassida (Nursing), Maria Castro (Medicine), Graduate Student Representative vacant. We met in 6039 Fleming building. Robert M. Sellers, our Vice Provost for Equity and Inclusion, and our new Chief Diversity Officer, met with us.

**Absent:** Jeff Moyers (Medicine), Robert Ortega (Social Work – SACUA Liaison), Kathleen Dow (University Library), Sandra Gunning (LSA – American Culture), Kamallesh Kumar (Dearborn - CoB), Natalie Sampson (Dearborn – Health and Human Sciences), Yin-Lon Qui (LSA – EEB), Sarah Ahbel-Rappe (LSA – Classical Studies).

Before Robert Sellers arrived to join us, Pedraza told the CIU Committee about her meeting with ADVANCE's new Director, Jennirfer Lindermann. Lindermann did not think this CIU was the right place to promote climate change in a Department, because, in effect, a Department has to request ADVANCE's help in changing the climate for it to be effective – i.e., there first needs to be a sense of shame or wrong-doing in order for climate change to be possible. Faculty groups can apply for CRLT grants to bring different groups of people together, group that can be led by an individual faculty member. CIU is not a Department so Lindermann did not feel we could be effective change agents.

At this third meeting of SACUA's Committee for an Inclusive University, we met with Robert Sellers regarding DEI's new program of Post-Doctoral Fellows, which aims to diversify the faculty, asking him questions and making suggestions regarding the implementation of the Post-Doctoral Fellowships.

A description of the Post-Doctoral Fellowships can be found at:

<http://lsa.umich.edu/ncid/post-doctoral-fellowship.html>

We note there are two Post-Doc Programs: one, the old one that continues from NCID – National Center for Institutional Diversity – called the President's Fellows, I believe; the new one that is called the LSA Collegiate Fellowships. The NCID Post-Doctoral Fellowships are a one year program where the Fellows do not engage in any teaching, they specialize in any field; the LSA Collegiate Fellowships are a two year program where the Fellows teach one course every year, and they specialize in the liberal arts. Otherwise, the support the Fellows receive (in salary, travel, benefits) are the same.

Basing ourselves on our discussion at the last CIU meeting, here are the questions and major issues we discussed with Sellers.

**APPLICATION THE STUDENTS MAKE:**

Q. The application the Fellow is asked to fill out asks for: 2-3 pages for the Research Proposal they intend to accomplish while at UM: the body of the text (excluding References, Graphs, Tables, and the like). If this is single-spaced, it seems adequate – equivalent to 5-6 double-spaced pages; if this is double-spaced, it seems woefully inadequate to really judge the candidate's promise fairly.

Q. The application also asks for an Abstract of the dissertation. That is much too little. From the dissertation, they should include the Abstract, the Table of Contents, and a couple of chapters. Only then can one really judge the candidate's promise fairly.

Q. How will the young people who are to apply be identified? How do we advertise the programs? ADVANCE has a Report on recruitment to increase diversity in the pool. This year, in particular, the deadline for applying is November 7<sup>th</sup>, yet most of us only learned of these Post-Docs a couple of weeks ago. Should that deadline not be extended for this first year? Should Departments not be asked where the programs should be announced?

This year the Program is very late. How will it be advertised next year?

**ADMINISTRATION OF THE PROGRAM:**

Q. What is the source of funds for each? What difference may that make? Ortega seemed to remember that the NCID Post-Docs were funded by Kellogg; thus, NCID was nearly autonomous. Now it is a part of LSA and reports to whom? The Dean of LSA? Who funds the LSA Post-Docs?

Q. The two Post-Docs are different yet both are administered by NCID. Why? How? Will the two programs be folded into one?

Q. How many Post-Docs will there be of each? We hear the number 50 Post-Docs in the next 5 years. LSA alone seems to have 30 Departments. How many of each type?

Q. Who will be part of the Committee that selects the actual Fellows? Some of us felt it would be very important that it NOT be NCID that chooses the Fellow, who is then awarded to the Department, who can then say Yes or No (but will be pressured to say Yes). Some of us feel the Department needs to be part of the selection process from Day 1 – say 2 faculty from the relevant Department should be part of the selection committee. Clearly Departments will not want the Post-Docs foisted unto them. They have to have agency in the selection process. Otherwise, the support of the Department for the candidate will be compromised; ultimately, that will have consequences for the candidate's tenure and promotion.

Q. The LSA Fellows will, of course, go to LSA. And the NCID Fellows – to how many other schools?

Q. What is the role of the Dean of LSA in this? His photo is part of the announcement for the LSA Collegiate Post-Doctoral Fellowships. And other Deans in other schools?

**RESULTS OF THE PROGRAM:**

Q. In the materials we see, it seems that to date the data says:

of 5 Post-Docs, 2 went on to become Assistant Professors at UM;  
of 3 Post Docs, 2 are still at UM and 1 went on to do another Post-Doc elsewhere.

Is this a good rate of success?

Q. It seems that the program is intended to bring talented young people from other schools to UM, but not to keep our own best young people. Some people felt that we should grow our own best people instead, however – i.e., that when they are close to finishing a dissertation here at UM, the best of them should be invited to apply to this program and the best of those should be kept here. In the past there was a restriction on keeping our own best students here, and a real push for grad students to go on as faculty to other schools, rather than their own. That was probably intended to prevent in-breeding. However, with modern communications being what they are, it is no longer necessary to abide by that unwritten rule and we should, instead, “grow our own.”

Q. A question was raised regarding the goals of the Post-Docs: It is to diversify the faculty in terms of race, ethnicity, gender, or to diversify the issues the faculty work on, or both? Not clear from the materials on the website.

## DEPARTMENT OR SCHOOL RECRUITMENT, COLLABORATION:

Q. How do Departments search for faculty – via an open search or via a topical search? The latter is more likely to yield a diverse faculty. How do they judge publications: single-author publications vs. multiple-author publications? CHRISTIANNE, CAN YOU EXPLAIN HERE WHAT YOU HAD TO SAY ABOUT THE SPHINX ORCHESTRA, WHERE ACCESS TO STUDENTS, MATERIALS, ETC. BEGAN VERY EARLY ON? IT WAS A GOOD EXAMPLE AND I NEED TO GET THE DETAILS.

Q. What mechanisms exist, or could exist, for integrating the Post-Doc into the Department? Do they give a presentation to the Department? Are they given suitable office space? Do people reach out to them and invite them to their homes, say, or to lunch or coffee? How can one encourage real mentoring to take place? We need to think about not only bringing these folks here but also nurturing, grooming, and mentoring them so as to develop them into really good faculty. As a colleague once said, we need to water them and feed them, so they can grow and bloom.

Q. How can one encourage community to grow among the Post-Docs? A sense of a cohort? A sense of camaraderie, rather than competition? In particular, some people felt it would be important for 2<sup>nd</sup>-year Post-Docs to become mentors to 1<sup>st</sup>-year Post-Docs, and so on, so that knowledge of how to make “a happy home” at UM can be passed down, and a historical memory preserved.

Q. What kind of buy in, of commitment, does the DEI effort have overall, and the Post-Docs program, in particular, from the faculty? Some of us believe that 1/3 of the faculty really supports it; 1/3 of the faculty ignores it; and 1/3 of the faculty is against it. Can some things be done to improve the support of the faculty? What? For example, disseminating more widely the kind of research that Elizabeth Cole presented in the recent DEI forums regarding the benefits of diversity. We need to turn it into something the faculty will want to participate in. The DEI forums were poorly attended. It seems important that each individual School and Department get behind this effort. Why is diversity important? Because it creates an environment that is better for everyone.

Q. What are other peer institutions doing in this regard – Harvard, Stanford, Wisconsin, Berkeley? With regards to promoting change in the University, that is the argument that usually wins the day.

Robert Sellers replied to all our questions very forthrightly. He also explained to us that he had previously led a similar effort in the Psychology Department, his own home department, effort which became like a Pilot Program for developing the LSA Post-Doc Fellows Program and making sure the department was invested in the program (financially as well as morally).

He also recommended that we schedule a meeting with NCID's new Director, Tabbye M. Chavous, as well as with Associate Dean of LSA, Elizabeth Cole. Pinder-Grover noted that Chavous comes to this new job with good experience, as she was formerly Associate Dean of Rackham, working with graduate students, as well as Professor of Education. Pedraza will follow up on setting up an appointment with them.

With my best wishes,

A handwritten signature in cursive script that reads "Siphia Pedraza". The signature is written in black ink and is positioned below the text "With my best wishes,".