



**Committee on Anti-Racism (CAR) Minutes:  
February 16, 2026, at 1-2 pm (regular meeting), via Zoom**

**Meeting Information:**

Circulated: 3/10/2026

Approved: 3/16/2026

Present: Germine Awad (Chair), Solomon Adera, Emad Abou-Arab, Adele Brumfield (guest), Stephanie Hicks, Nora Krinitsky, Ann Marshall (FSO), Scott Martin, Rogério Meireles Pinto (SACUA liaison), Deirdre Spencer, Kristen Verhey, Denice Vliet

Absent: Mark Allison, Nicole Boucher, Mary Byrnes

**Minutes:**

1. The meeting was called to order.
2. Discussion on U-M enrollment strategies and initiatives
  - a. Chair Awad welcomed guest Adele Brumfield, Vice Provost for Enrollment Management, to the meeting, and attendees introduced themselves.
  - b. Vice Provost Brumfield provided an introduction and overview. Enrollment Management covers four main units: Undergraduate Admissions, Financial Aid, the Registrar, and New Student Programs (also includes a small analytics team and marketing team). Enrollment Management includes 200 full-time employees, and over 500 people review U-M student applications. U-M is very much in demand, and [applications to U-M have again set records in 2026, with increases in applications from both transfer and African American students](#). Enrollment Management is also beginning to work on a multi-year enrollment plan.
  - c. Discussion covered the following topics and comments:
    - i. There was discussion about how to make U-M a welcoming environment to applicants and to students of color. Enrollment Management works with high school counselors, social media, and alumni, and plans in-person visits. U-M is #1 in the Big Ten for social media followers, and there are efforts to engage potential U-M applicants earlier. A faculty member shared that there are [new OMB guidelines](#) regarding the collection of race and ethnicity data. Self-identification of race and ethnicity is often complex. Students may not self-identify by race and ethnicity, and the number of black students at U-M may be under-reported. Universities cannot legally recruit based on race and ethnicity.
    - ii. There was discussion about socioeconomic status, and a faculty commented that the medium family income of U-M students is higher than for the state of Michigan. While U-M can't admit based upon such variables, U-M can work to fill gaps with messaging and communicate pathways to prepare for a U-M option for students from under-resourced families, such as through the Go Blue Guarantee.
    - iii. There was discussion about affordability and the impact of the high cost of living in Ann Arbor on both students and staff. These are real challenges, and there is not currently enough resident hall housing to meet demands. Public transportation options are also not robust. There needs to be more intentionality regarding housing, and it is important that the admissions approach align with U-M goals and with U-M's infrastructure capacity.
    - iv. There was discussion about U-M's new early decision policy begun this past year. While data is not yet available, there is a risk that early decision could negatively impact U-M enrollment regarding access and opportunity. It is important for faculty to stay alert and to provide feedback to the Office of Enrollment Management, the Provost, and the deans.



- d. **Potential Action Item:** There is interest in potentially developing a pilot where U-M faculty partner with high schools to communicate the range of U-M faculty voices and to highlight what is available at U-M. The goal would be to make U-M faculty scholarly content more accessible and interesting to prospective students. The project could involve a collaboration involving CAR and communications specialists at Enrollment Management, with an intent to also communicate what the academy is to potential first-gen applicants. There is also interest in effective strategies for contacting prospective students at scale and crafting a message that is universal as part of a “this is Michigan” appeal.
3. The minutes were approved by unanimous consent.
4. Adjournment

Respectfully Submitted,

Ann Marshall, Faculty Governance Coordinator