THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATION
ITEM FOR INFORMATION

Subject: Trends in Minority Faculty Participation

The Committee for a Multicultural University (CMU), chaired by Professor B. J. Evans (*emeritus*, Chemistry), has recently generated a report with recommendations that the Senate Assembly accepted at its April, 2008 meeting http://www.umich.edu/~sacua/cmu/CMUReport2008.pdf). The report, the first of its kind since 1994, included the following CMU findings:

Overall in 2008, Asians make up 14.2% of the full-time, tenure-track teaching faculty; Blacks make up 5.3% of this group and Hispanics 3.0%.

Since the 1994 Report, progress in increasing minority participation in the faculty has been very different for the various minority groups and for minority groups within the various faculty ranks. Since the 1994 Report, the percentage of Black, full-time, tenure-track teaching faculty has decreased in 8 Schools and Colleges; the percentage of Hispanic full-time, tenure-track teaching faculty has decreased in 3 Schools and Colleges and the percentage of Asian full-time, tenure-track teaching faculty has decreased in two Schools and Colleges.

In contrast to the positive trends since 1994 in the number of new hires, overall, for males and females, and, overall, for minority males and females, there has been no significant change in the hiring rates for Blacks and Hispanics.

Since 1994, the trend in the participation levels of Black and Hispanic Assistant Professors has exhibited negative tendencies.

In 1994, the percentage of full-time, tenure-track teaching faculty who were U.S. citizens was: 81% for Black faculty, 77% for Hispanic faculty and 44% for Asian faculty. In 2008, the percentage of full-time, tenure-track teaching faculty who were U.S. citizens was; 86% for Black faculty, 69% for Hispanic faculty and 43% for Asian faculty.

Overall, Black faculty hires tend to leave the University at a higher rate than all other faculty groups. For assistant professors hired in 1994, 60% of Blacks, 55% of Hispanics, 54% of Asians and 57% of Whites are no longer at the University.

The Senate Assembly endorsed the following recommendations:

- That the University commit itself to a special effort to increase the participation levels of American Indians and Native Alaskans. The fact that their limited numbers did not allow for their inclusion in this study is an indication of their minimal participation.

- That in view of the long period over which we have worked for their full inclusion and the very minimal progress that has been made, the University commit itself to a special study of the factors limiting the participation of African-Americans within the faculty.

University Human Resources (UHR)

- That UHR revise the race/ethnicity category for faculty. Options should be less broad, focusing more on distinct ethnic groups. Multiracial faculty should also be able to indicate at least a second race.

- That UHR work with the Committee for a Multicultural University (CMU) and the Provost's office to identify more appropriate measurable indicators of an individual's cultural background.

Office of the Provost

- That the Provost appoint an *ad hoc* task force to assess the climate faced by minority faculty and determine the role of climate in any departures. This task force will develop plans for improving the climate for diversity.

- That the office of the Provost collect and share with this committee a complete and detailed record of the hiring pools for all current and future tenure track positions.

- That the office of the Provost annually report to the faculty, either through the CMU or SACUA, on the state of diversity at the university, any action plans or implementation steps, the successes and failures of previously implemented plans and any corrective steps taken or planning to be taken.

Units and Departments

- That each unit or department assess and report on the climate faced by minority faculty. The subsequent report also detail the local demographics of students, faculty and of the discipline globally.

- That each unit or department provides a diversity plan to remedy any deficiencies and to cultivate a favorable climate for diversity.

- That each unit or department releases an annual diversity report.

- That a faculty body oversees the above steps and regularly reports to the CMU and to the Provost.

(Submitted May, 2008)

Regents' Bylaw 4.04. The Senate Assembly shall serve as the legislative arm of the senate…The assembly shall have power to consider and advise regarding all matters within the jurisdiction of the University Senate which affect the functioning of the University as an institution of higher learning, which concern its obligations to the state and to the community at large, and which relate to its internal organization insofar as such matters of internal organization involve general questions of educational policy.