

Michigan Mandate Operations Committee

Composition:

The deputy administrative officer of each major unit
(e.g., senior associate dean, associate director)
Director of Affirmative Action
Vice Provost for Minority Affairs
President
Provost

Reporting Responsibility:

To the President and Provost

General Charge:

To assist the President and Provost in the development, implementation, and evaluation of actions designed to achieve the goals of the Michigan Mandate.
To supervise both Michigan Mandate and affirmative action programs, policies, and progress within each member's respective unit.
To assist in the assessment, implementation, and coordination of policies and programs recommended by other groups including:
AAAC
PACMA
ACMA
"Change Group"

Agenda:

To be determined by the Committee, in consultation with the President and Provost.

Staff Support:

Office of Affirmative Action

Specific Issues for Near Term Discussion

An assessment of the present goals, objectives, and strategic actions contained in the original Michigan Mandate document, to determine whether these need some adjustment.
How to inventory and evaluate the array of existing programs, both University-wide and at the unit level, aimed at furthering the Michigan Mandate. Here, a critical issue will be how to determine which programs are effective, which are not, and then to develop a process for focusing available resources on those activities most capable of moving the University toward the goals of the Michigan Mandate.
How to maintain both the pace and focus of the Michigan Mandate during a time of budget stress.
How to mainstream key aspects of the Michigan Mandate (e.g., the "target of opportunity" faculty recruiting program).
Whether to broaden the scope of the Michigan Mandate beyond racial and cultural diversity by including other affirmative action elements such as gender, nationality, disability,...or whether to treat each of these other categories with separate programs in an effort to keep the Michigan Mandate focused.
How to move beyond the issue of achieving adequate representation of underrepresented groups among students, faculty, and staff to the issue of building truly multicultural communities--e.g., developing policies and programs which resist separatism and fragmentation and strive to bring people together.

NOTE: Some confidential recommendations

i) Since there is a risk that this group will continue to be viewed as just a renamed affirmative action coordinators committee, I believe that we should limit the participation of the Office of Affirmative Action to Zi plus one staff member (to take minutes). We should eliminate the gallery of staff along the side of the room, since this tends to dampen candid

discussion.

- ii) Susan should take control of setting the agenda and chairing the meeting
- iii) We should take note of attendance, and those units which are not taking this group seriously should be tweaked by the Provost
- iv) We must take care that Chuck Moody or Zi do not dominate the discussion, so that we can involve the entire group.