

John Duderstadt

The University of Michigan
Regents' Communication

Action Item

Subject: Creation of the Position of Vice Provost for Minority Affairs

In an effort to achieve full participation by underrepresented minorities and enhance the racial and ethnic diversity of the University, we seek your approval to upgrade the existing position of Associate Vice-President for Academic Affairs to **Vice-Provost for Minority Affairs**. Through this and associated actions described below, we seek to provide this position with both the authority and resources to provide strong leadership in these areas.


The Vice Provost for Minority Affairs would be responsible to the Provost and advise the Provost, Deans, and other academic administrators on the quality of academic and non-academic life of Black and other underrepresented minority students and faculty. The Vice Provost would provide leadership for schools, colleges, and other academic units in the recruitment and retention of minority students and faculty. Further, the Vice Provost would be responsible for establishing liaison relationships with local, state, and national groups to help in these and related efforts.

To carry out this role, the Vice Provost would be expected to have the organizational experience, skills, and leadership ability to bring about broad-based participation in support of the University's affirmative action goals in achieving both adequate representation of minorities and an environment which encourages and sustains racial and ethnic diversity. To provide the necessary credibility in dealing with academic units of the University, the Vice Provost would be sought from the ranks of senior, tenured faculty.

The Vice Provost would have line responsibility for the Office of Minority Affairs and would be provided with adequate staffing and budget to accomplish these goals. Further, the Vice Provost would be assisted by an Advisory Committee on Minority Affairs, comprised of faculty, students, and staff representative of various campus minority constituencies.

Through this action, the University of Michigan intends to reaffirm its commitment to fostering an environment of racial, ethnic, and cultural diversity in the firm belief that excellence, equity, and diversity are all essential elements of a distinguished university. Bold initiatives in this area are consistent with Michigan's tradition of leadership. It is our belief that position of Vice Provost for Minority Affairs and its associated administrative and advisory structure will better enable the University to focus attention and resources on the important challenges before us.

Respectfully submitted,



James J. Duderstadt
Provost

April 1987