

Michigan Mandate III

The Michigan Mandate

That is what we are trying to do at the University of Michigan.
We are trying to change our makeup and our culture, to
bring all ethnic groups into the life of our institution.
People sometimes ask me why the University
has made this commitment to change,
why I have made this change a cornerstone of my Presidency.
The reasons are simple.
First and foremost, it is morally right.
Second, we see this commitment as the cornerstone of our
capacity to serve a changing nation and a changing world.
America today is rapidly evolving into one of the most diverse,
multicultural societies on earth...
The America of the 21st Century will be a nation without
a dominant ethnic majority--and to serve this changing
nation, institutions such as the University of Michigan
must also change.
And third, for the University to achieve excellence in its
fundamental missions of teaching and scholarship,
it is clear we must reflect the growing diversity of America
and the world itself among our people and our activities.
To this end, over the past three years we have been developing
and committing ourselves to a new agenda
we call the Michigan Mandate.
Some of you may have heard of it.
many of you are a part of it.
The fundamental idea of the Mandate
is that the University of Michigan
must become a leader known
for the racial and ethnic diversity
of its faculty, students and staff.
A leader in creating a multicultural community
that will be a model for higher education
and a model for the society at large.
We don't believe we can serve this state and this nation,
unless our campus reflects the strengths,
perspectives, talents and experiences of people of color
in everything that we do.
But we know the Mandate is not by itself a magic cure---
that is not going to change our University overnight.
Instead it is a strategic plan,
it sets a direction and points to a destination,
The Mandate evolved over these three years
through literally hundreds of meetings
with people inside the University and outside.

Signs of Progress

Today I can report to you
that the Michigan Mandate is starting to work.
From top to bottom, University decisions are now made
with our goals of diversity as a priority.
In fact, across the nation other colleges and universities
are using it as a guide for their own planning.
There are many signs of progress...

1. During the first two years of the Michigan Mandate we
have added 130 new faculty of color to the University,
including 62 African American faculty, -- almost doubling
this number.
2. During this short period we have increased minority
enrollments by 25% to the point when students of
color now comprise 17% of our student body--

- include over 2,200 African American students.
3. Our early projections for this fall are particularly encouraging, with a 35% increase in African American and a 25% increase in Hispanic American students in our freshman class--which will be almost 20% students of color.
 4. And our graduation rates among students of color are among the best in the nation.

There are many other signs of progress, ranging from major growth in financial aid for students of color...

To major outreach programs to schools systems in cities such as Detroit

We have now put in place the people, policies and programs that will increase our representation of students of color at a rate that will make our University community fully representative of the national population during the 1990s.

By now you are probably asking yourself the question, "If they are making so much progress, why are we still reading about racial incidents on so many of Michigan's universities, including at the University of Michigan?"

The reason is that increasing the numbers of minority faculty, students and staff is only the first step in the Michigan Mandate.

If we only needed numbers it would take great effort and resources but with determination we will get there in reasonable time.

But numbers are the easy part.

We all know that you can have a lot of different people living in the same locale, working side by side, shopping in the same stores, going to the same classes. But that doesn't necessarily mean you have a community.

Just increasing the numbers and mix of people doesn't mean that you have mutual respect, that you can work towards common goals.

To have this, you have to have a new kind of community.

At the University of Michigan we are determined to seek the changes needed to build this kind of community.

That is the hard part of the task ahead of us...

Enrollments (Fall-1990)

Total Enrollments:

African American: 2,358 (+ 218 or 10.2%)

Asian: 2,474 (+225 or 10.0%)

NA: 157 (+19 or 13.8%)

Hispanic: 1,055 (+128 or 13.8%)

Total Minority: 6,044 (+590 or 10.8%)

Percentages:

African American: 7.1%

Asian American: 7.5%

Native American: 0.5%

Hispanic: 3.2%

Total Minority: 18.2%

Comments:

We have the largest number of students of color, 6044, in our history. Now at 18.2%

We also have the largest number of Hispanic, Native American, and Asian American students in our history.

We are almost equal to our high from the mid-1970s for African American (2,358 as compared to our all-time high in 1976 of 2,456). However,

it should be noted that this was primarily due to the unusually large size of our School of Education at that time (almost 10 times larger than today) which enrolled almost 600 AA students)

Freshman Enrollments:

We have had our best recruiting year in history:

African American: 344 (+92 or +36.2%)

Asian American: 422 (down 15)

Native American: 23 (+1)

Hispanic: 202 (+39 or 24.0%)

Total Minority: 991 (+117 or 13.4%)

Percentages:

African American: 7.5%

Asian American: 9.2%

Native American: 0.5%

Hispanic American: 4.4%

Total Minority: 22.0%

All of these numbers are the best in our history!

Observations:

Engineering, LS&A, Music, Physical Ed are very good.

Art, Nursing, and Natural Resources are terrible.

(SNR has NOBODY!!!)

Other observations:

Undergraduate:

AA: 1,538 (6.7%)

As: 1,840 (8.1%)

NA: 114 (0.5%)

HA: 725 (3.2%)

Tot: 4,217 (18.5%)

Professional

AA: 529 (9.6%)

As: 337 (6.1%)

NA: 27 (0.5%)

HA: 161 (2.9%)

Tot: 1,054 (19.1%)

Graduate:

AA: 291 (6.1%)

As: 297 (6.2%)

NA: 16 (0.3%)

HA: 169 (3.5%)

Tot: 773 (16.1%)

With the anomaly of Rackham...and the School of Ed, we have the largest enrollments in our history in all ethnic groups!

Three Year Statistics

Total Students

1,701 new students, 39.2% increase

624 new Blacks, 36% increase

671 new Asians, 37.2% increase

28 new NA, 21.7% increase

378 new Hispanics, 55.9% increase

Undergraduates

1,176 new students, 38.7% increase

339 new Blacks, 28.3% increase

496 new Asians, 36.9% increase

25 new NA, 28.1% increase

316 new Hispanics, 77.3% increase

Graduate Students

245 new students, 46.4% increase

103 new Blacks, 54.8% increase

89 new Asians, 42.8% increase

-3 NA, 16% decrease
56 new Hispanics, 49.6% increase

Professional Students

280 new students, 36.2% increase
182 new Blacks, 52.5% increase
86 new Asians, 34.3% increase
6 new NA, 28.6% increase
6 new Hispanic, 3.87% increase?

Faculty

128 new faculty, 45.6% increase
48 new Blacks, 52.7% increase
55 new Asians, 36.4% increase
1 new NA, 25% increase
24 new Hispanic, 68.6% increase

Key points:

Increased by 1,701 students of color...39%
Increased by 128 faculty of color...46%
Increased by 624 new Black students...36%
Increased by 48 new Black faculty...53%
Increased by 378 new Hispanic students...56%
Increased by 24 new Hispanic faculty...68%