

**OFFICE OF MINORITY AFFAIRS'
PROGRAMS and INITIATIVES (1987-91)**

Martin Luther King/César Chávez/Rosa Parks (K/C/P) Visiting Professors Program

The Martin Luther King/César Chávez/Rosa Parks Visiting Professors program was initiated by legislation and put into place on The University of Michigan campus in 1986. The program is designed to **provide support to units and departments to bring visiting scholars of color to campus.** The visiting scholars represent a wide variety of fields and present lectures, symposia, teach mini-courses, give instructional concerts, and exhibit their works of art as well as their research projects. A key component of the program is our visiting scholars interaction with: K-12 students (through our K/C/P College Clubs, Spring Visitation and Summer Institutes), graduate and undergraduate students, faculty, staff, and administrators. To-date **five Visiting Professors** have been appointed as faculty at UM.

Visiting Professors
Number of Visiting Professors by Race and Gender (1987-1991)

	Hispanic/Latino		AA/Black		NA		AA		Other		Total
	f	m	f	m	f	m	f	m	f	m	
1987-88	2	4	11	22	0	1	1	1	0	0	42
1988-89	10	8	25	33	1	2	2	1	0	0	82
1989-90	6	3	26	35	2	0	1	3	3	3	82
1990-91	5	7	10	17	1	0	2	11	1	1	55
Totals	23	22	72	107	4	3	6	16	4	4	261

The Martin Luther King/César Chávez/Rosa Parks College Day Program

The King/Chávez/Parks College Day program at the University is based on a five year college preparatory model, however the original model has been expanded to a six year structure. The program introduces children to the College Day program as early as the sixth grade. One day **spring visitations** to the University campus begins in the 7th grade where students are exposed to the college experience. A **newly added** component this year will be to have students in their 8th grade year **visit a community college** campus; one with which UM has established a collaborative agreement. The students continue their college day program experiences throughout their high school years by becoming involved in the **college club program** in their school. The College Clubs work to promote educational expectations among club members, inform students about various colleges and universities and prepare them for the process of applying to institutions of higher learning. A key component of the program is to invite students, who have participated in a Spring Visitation, back to campus to attend a one-week session in the **OMA K/C/P Summer Institutes**. Students in the College Clubs are invited to attend the **Summer Institutes Leadership Development program**.

Number of Student Participants in all K/C/P College Day Programs

Spring Visitation

Number of Students by Race and Gender (1986-1990)

	Hispanic/Latino		AA/Black		NA		AA		Other		White		Total	
	f	m	f	m	f	m	f	m	f	m	f	m	f	m
1986-87	6	1	407	298	9	6	16	17	10	12	100	75	548	409
1987-88	10	16	480	299	13	9	16	17	0	0	94	81	613	422
1988-89	49	40	424	360	12	15	12	10	96	80	58	60	651	565
1989-90	53	41	557	391	14	11	17	12	151	104	na	na	792	559
Total	118	98	1,868	1,348	48	41	61	56	257	196	252	216	2,604	1,955

Summer Institutes

Number of Students by Race and Gender (1986-1990)

	Hispanic/Latino		AA/Black		NA		AA		Other		White		Total	
	f	m	f	m	f	m	f	m	f	m	f	m	f	m
1986-87	na		na		na		na		na		na			
1987-88	1	0	55	45	0	0	0	2	0	0	2	2	58	49
1988-89	0	0	53	51	0	1	3	1	2	1	2	0	60	54
1989-90	2	1	79	72	0	1	1	2	9	0	14	8	104	84
Total	3	1	187	168	0	2	4	5	11	1	18	10	223	187

(+ 61*)

College Day Clubs

Number of Students by Race and Gender (1986-1990)

	Hispanic/Latino		AA/Black		NA		AA		Other		White		Total	
	f	m	f	m	f	m	f	m	f	m	f	m	f	m
1986-87	na		na		na		na		na		na			
1987-88	1	1	15	14	0	0	1	1	0	0	3	3	20	19
1988-89	0	0	148	97	0	0	0	0	0	5	0	0	153	97
1989-90	1	0	96	47	0	0	0	0	0	0	0	0	97	47
Total	2	1	259	158	0	0	1	1	0	5	3	3	270	163

Leadership Development Program (Summer Program for K/C/P Students)

Number of Students by Race and Gender (1986-1990)

	Hispanic/Latino		AA/Black		NA		AA		Other		White		Total	
	f	m	f	m	f	m	f	m	f	m	f	m	f	m
1986-87	na		na		na		na		na		na			
1987-88	1	1	15	14	0	0	1	1	0	0	3	3	20	19
1988-89	0	0	57	30	0	0	0	0	0	0	0	0	57	30
1989-90	0	0	11	9	0	0	0	0	0	0	0	0	11	9
Total	1	1	83	53	0	0	1	1	0	0	3	3	88	58

(+5*)

Wade H. Mc Cree, Jr. Incentive Scholars Program (1988-present)

In 1986, the Presidents Council of State Universities of Michigan formally endorsed a state-wide commitment on the part of its member institutions to offer **full-tuition, guaranteed scholarships** to selected students in the Wade Mc Cree, Jr. Incentive Scholarship Program. The University of Michigan has **awarded 20** Incentive Scholarships per year to students entering ninth grade in the fall of 1987, 1988, and 1989. In 1990 they awarded 25 McCree scholarships to high school students. Students are selected by the Detroit Public Schools and they must maintain a B average, take a college preparatory curriculum in high school and take the ACT test in their junior year and earn a composite score of 21. The University of Michigan's Office of Minority Affairs has developed the Wade McCree Incentive Scholars Committee which is comprised of faculty, students, and staff and is charged to develop programs for the Incentive Scholars. The programs developed by the Committee include: a **summer initiative program** (three weeks on UM campus) with educational components designed specifically for each cohort of students and an **alumni mentoring program** where UM alumni act as mentors and plan activities for students.

Wade H. McCree Incentive Scholars
Actual Numbers of Scholars (1988-1991)

	Hispanic/Latino	AA/Black	NA	AA	White	Total
1987-88	0	16	0	0	0	16
1988-89	0	20	0	0	0	20
1989-90	0	23	0	0	0	23
1990-91	0	25	0	0	0	25

Martin Luther King Jr. Symposium (1988-present)

The Office of Minority Affairs participated in the coordination of The University of Michigan's Martin Luther King Jr., (MLK) Symposium in January 1987. The **Chair** of the MLK Symposium Committee this year was **Harold Johnson, Dean of the School of Social Work**. Keynote **speakers** of the Conference were the **Honorable Lt. Governor Douglas Wilder of the State of Virginia** and **Eleanor Norton Holmes, Professor at Georgetown University**. In 1988 the Office of Minority Affairs began the task of coordinating The University of Michigan's Martin Luther King Jr. Symposium. **Co-Chairs** appointed were, **Homer Neal, Professor and Chair of the Physics Department** and **Claude Steele, Professor of Psychology** and a former **King/Chávez/Parks Visiting Professor**. A multitude of events were planned by the MLK Symposium Committee that year and the keynote speakers for the symposium were the **Honorable Andrew Young, Mayor of Atlanta, Georgia** and the **Honorable Willie Brown, Jr., Speaker**

California State Assembly. In 1989, **Co-Chairs** of the MLK Symposium Committee were **Margaret Woodbury, Professor and Dean of Student and Minority Affairs Medical School** and, **Barbara Robinson, Minority Student Services Staff.** This year marked the first year that the University cancelled classes in honor of the holiday recognizing Dr. King's birthday. A host of events were scheduled and the keynote **speakers** were **Honorable Carrie Saxon Perry, Mayor of Hartford, Connecticut** and **César Chávez, nationally renown activist and President of the United Farmworkers Union.** In 1990-91, Co-Chairs of the MLK Symposium Committee were **Bunyan Bryant, Professor of Natural Resources** and **Ann Monterio, Director of Academic Services, College of Engineering.** The opening ceremony featured **Kevin Locke, Lakota Sioux Folk Artist** (and a 1990 recipient of the National Endowment of the Arts National Heritage Fellowship Award, **Adelaide Sanford, Regent State University of New York,** and **Molefi Kete Asante, Author, Afrocentricity, Professor and Chairperson, Department of African American Studies, Temple University.**

The Historically and Predominantly Black College and University (HBCU), Hispanic Serving Institution (HSI), and Native American College Committee (1987-present)

The Office of Minority Affairs established the Historically and Predominantly Black College and University Committee in 1987 and later expanded the charge of the committee to include Hispanic Serving Institutions and Native American Colleges. The Committee which is comprised of faculty, students, and staff who are interested in establishing collaborative relationships with the universities meet annually to provide updates on the progress of collaborative programs and discuss strategies for further collaboration. A **key** program which has developed as a result of collaboration is the **Morehouse College and University of Michigan College of Architecture dual degree program.** With the planning and groundwork being established in the first two years of this program, the **first group of students** will be **starting this year.**

Historically and Predominantly Black Colleges and Universities (HBCUs) Salute (1988)

In celebration of President Duderstadt's **inauguration**, over **300 guests** were invited to join the new UM President, Dr. James J. Duderstadt and the Vice Provost for Minority Affairs, Dr. Charles D. Moody, Sr., to honor the collaborative relationships between The University of Michigan and the Historically and Predominantly Black Colleges and Universities. **Representative Morris Hood and Niara Sudarkasa, President of Lincoln University** also addressed the dinner guests.

Fireside Chats (1987-89)

The Office of the Vice Provost hosted a series of fireside chats for students, faculty, and staff which were designed to provide a **forum for the Vice Provost** to share his **vision** with the University community and to discuss the concerns of students, faculty, and staff of color.

Committee of Recruiters (1988-present)

The Committee of Recruiters was formed to provide staff and faculty responsible for minority student recruitment an opportunity to meet and share information on upcoming recruitment events, to discuss ways to maximize and enhance on recruitment efforts, to develop and share strategies, and to become familiar with others who are involved in recruitment. In our **efforts to expand** the University's **concept of minority student recruitment**, the committee planned and held a **recruitment symposium** in the **city of Chicago** for two consecutive years for students of color, counselors, and administrative school personnel (1988 and 1989). The committee is now working on **developing a recruitment poster** targeted for students of color in grades 9-12 that will give students key information on steps to take in pursuing an education at The University of Michigan.

Conference of Community College Presidents (1988 and 1989)

A Conference of Community College Presidents was held on the UM's campus in May 1988. The purpose of this Conference was to bring together Community College Presidents with key University Administrators with the expressed purpose of developing collaborative efforts and linkages. The guests in attendance included **a representative from the U.S. Department of Interior**, Mr. Ernest Jones, who **along with Wayne County Community College** and the **School of Natural Resources** developed out of this conference the framework for a **transfer and cooperative program**. This program is now in its fourth year with four students currently enrolled at UM. A second conference of community college collaboration was held in 1989. During this conference a number of community college representatives and University administrators and staff had opportunities to discuss mutual goals and develop strategies to further the initiatives. The newly created **Wayne County Community College** and **UM Honors Transfer Program** was also presented at the Conference.

National Association for Equal Opportunity in Higher Education (1988-present)

The University of Michigan through the Office of Minority Affairs has participated as an exhibitor at the National Association for Equal Opportunity in Higher Education's (NAFEO) Conference for the past four years (1988,89,90, and 91). At the **1988 Conference**, The University of Michigan held a **reception** honoring those HBCUs with whom UM had programs of collaboration. During the Conference each year contacts are made with HBCUs who are interested in establishing programs of collaboration with the University. In addition, **admissions information** is distributed and sent to **individuals** interested in attending **graduate or professional school** at UM.

National Alliance of Black School Educators (1988-present)

The University of Michigan has participated in the National Alliance of Black School Educators Conference (NABSE) as an exhibitor for the past four years (1988,89,90,91) The Conference is an excellent opportunity to hear world **renown and distinguished African American educators** present on topics and issues of the **education of African American children**. It also presents a unique opportunity to meet and talk with African American educators from all over the U.S. and some foreign countries. The Conference is also an excellent forum to **recruit students** who may be interested in UM and to **share information** on UMs schools and colleges with **K-12 and university school personnel and administrators**.

Superintendents' Forum (1987-90)

The Superintendents' Forum was developed to provide a **forum** for superintendents to meet and **discuss challenges** facing their school districts and to **develop strategies**. The Forums which were held in 1987, 88, 89, and 90 targeted the superintendents (and staffs) of approximately thirty-five school districts in southern Michigan in which 80 percent of the state's minority student population is concentrated. OMA student leaders as well as University graduate students, faculty, and staff have participated in facilitating the forum sessions. Distinguished educators are invited to address topics of key interest in the field of education. **Themes** for past forums include "**Diversity, Equality, and Excellence in Education: Redefining the Boundaries of Excellence in the United States Today,**" "**Implementing Multiculturalism in Schools,**" "**Test Wiseness,**" and "**Teaching and Learning in a Diverse Society.**"

Hispanic Heritage Month (1989-present)

Hispanic Heritage Month has been celebrated at The University of Michigan since 1989. The **Heritage celebration** is to increase the level of **understanding** of and **appreciation** for the countless **contributions** that **Latinos have made and continue to make** to the betterment of the United States of America. Many activities are planned during the month-long celebration and past **events** have included **lectures, cultural exhibits, a Latino student summit, poetry readings, and symposia on Mental Health and Social Issues, and a Latino political issues forum.**

Michigan Coalition of Concerned Hispanics Leadership Conference (1989)

The Michigan Coalition of Concerned Hispanics through the support of the Office of Minority Affairs held their **1989 Hispanic Leadership Conference** at The University of Michigan. The three day Conference explored many **issues** of the Latino community including **educational and health issues.**

The Hispanic Expert Resource Data Base (1989-present)

The University of Michigan along with Michigan State University, Eastern Michigan University, Arizona State, and ETS are **founding members** of the Hispanic Expert Resource Data Base. This data base is designed to initiate a **resource of Latino professionals** who can be **recruited** for institutions of higher education. The data base also has an electronic bulletin board which can be used for position announcements.

Midwest Consortium for Latino Research (1990-present)

The University of Michigan through the leadership of the Office of Minority Affairs is a **member** of the Midwest Consortium for Latino Research (MCLR). MCLR is an organization that is committed to **producing and promoting research** on Midwest Latinos and on issues that affect them.

Hispanic Association of Colleges and Universities (1989-present)

The University of Michigan through the Office of Minority Affairs is a **member** of the Hispanic Association of Colleges and Universities (HACU). HACU's purpose is to **promote the institutional development** of member colleges and universities and to **advance postsecondary educational opportunities** for Hispanic students.

Winrock Recruitment Fair (1990)

The Office of Minority Affairs participated in the Winrock Recruitment Fair held in Albuquerque, New Mexico in March 1990. Many **Latino students** were **invited to complete applications** to The University of Michigan. The former Governor of New Mexico, Dave Cargo, who is also a UM Alumni will be working with OMA to establish an Alumni sponsored recruitment event in New Mexico.

La Estudiantina (1990)

The University of Michigan, Eastern Michigan University, Michigan State University, Bowling Green University, and American Airlines sponsored the visit of La Estudiantina students from the **Edcouch-Elsa High School** in **Edcouch, Texas**. The **40 music students** were invited to present to the University community a number of musical selections which included traditional Mexican songs on guitars and mandolins. The students also toured the campus and had an opportunity to **participate in a class session**, they met with **Latino students, staff and faculty**, and had an opportunity to **talk with Office of Minority Affairs, Admissions, Financial Aid, and CSP staff**.

Black Issues in Higher Education Teleconference (1990, 91)

The Office of Minority Affairs convened a committee of faculty and staff to coordinate the sponsorship of a series of Teleconferences produced by Black Issues in Higher Education. The **Teleconferences** which have been held for the past two years have addressed such **topics as "Rise in Racism on College Campuses," "Black Fraternities and Sororities," "Minority Health Care,"** and **"The Black Athlete."**

Diversity Agenda Program and Dialogue Groups (1988-present)

The Diversity Agenda program is designed to **address campus climate** as it relates to diversity by working with departments, units, organizations, and existing programs to achieve goals of: **Improving communication between different racial/ethnic groups at the student, faculty, and staff level** by assisting in the **coordination and facilitation of seminars and workshops** on understanding **issues related to race and improving race relations**; supporting efforts to **train students, faculty, and staff** interested in facilitating discussions to **increase multicultural awareness and improve intra and intergroup relations**; **increasing campus awareness and knowledge of the experiences and concerns of different racial/ethnic groups**; promoting the **appreciation of the variety of**

cultures which comprise the campus community; **coordinating the annual cultural programming** and supporting related efforts by schools, colleges, departments, student, and staff organizations; acting as a liaison between these groups; **assisting faculty** in their efforts **to create a multicultural curriculum and pedagogy.**

A key part of the Office of Minority Affairs Diversity Agenda has been to coordinate and support the development of dialogue groups to promote open communication and understanding between different racial/ethnic groups. In the groups, participants **discuss ways** in which their particular **group experiences racism** on campus and in the larger society, ways in which **culture is transmitted from generation to generation**, and **share knowledge about their group history.** The **dialogues** are intended to **improve relations** between the identified groups by clearing-up misconceptions, discussing points of conflict, and by emphasizing similarities.

Commission on Minority Recruitment, Success, and Graduation (1990-present)

The Provost and Vice Provost for Minority Affairs Co-Chair the Commission on Minority Student Recruitment, Success, and Graduation. The Commission is charged with **identifying barriers and developing strategies** that will **enhance minority student recruitment, success, and graduation.** Two levels of the committee operate: the Provost and Vice Provost Co-Chair the first level where issues of climate and curriculum are being addressed and the Director of the Office of Minority Affairs and the Assistant Vice President for Academic Affairs Co-Chair the second level which developed a report and recommended strategies to be taken to enhance areas of recruitment, success, and graduation for students of color.

Student of Color Welcome (1988-present)

The Minority Student Welcome program is designed to **introduce incoming students to faculty, staff, and continuing students.** In 1990 New Students of Color developed "Collage 90." This program was restructured to promote more socializing; increase opportunities for interacting with other students, faculty, and staff; and reduce the passive method of several administrators addressing new students in a presentation style forum.

Student Leader Development Program (1988-present)

The Student Leader Development program is part of the King/Chávez/Parks program in which University students are involved in a variety of activities including working with high school and junior high school students who come to

the University as part of the K/C/P program. **Students** in the program receive **extensive mentoring from staff and participate in planning and implementing office projects**, including those initiated by the students. During the year, a total of nineteen student leaders graduated and most are continuing on in graduate and professional school. Last year a **student leader** was selected to **attend** the William and St. Mary College Black Student Leadership Institute.

Think Tank (1988-91)

The Think Tank grew out of the 1988 Office of Minority Affairs' Advisory Committee meeting where members of the Latino community expressed a need for additional programming. Staff in OMA were charged to develop a vehicle through which concerns could be addressed and feedback could be received. The **Think Tank** was created and the subsequent meetings **established a strong network** among the participants who represented all racial ethnic groups. One of the major results of the Think Tank has been for its members a **recognition, valuing, and understanding** of the different ethnic cultures.

Office of Minority Affairs Advisory Committee (1987-present)

The Office of Minority Affairs' Advisory Committee is comprised of faculty, students, staff, and community representatives who advise the Vice Provost on issues relating to people of color at The University of Michigan. **Diversity and Multicultural Initiatives, Recruitment and Retention, Climate and the Quality of Life, and Curriculum** were among the **major issues** that the Committee addressed over the past four years.

Black Action Movement (BAM) Conference "The University Since BAM: Twenty Years of Progress?" (1990)

The Office of Minority Affairs organized the BAM Conference to celebrate the twentieth anniversary of the BAM strike of 1970 (when students boycotted classes over a twelve-day period). The **focus** of the Conference was to **reflect on the struggle for educational opportunity over the past twenty years and plan for the future**. Included in the Conference general sessions and workshops were former and current African American activist, University staff, faculty, administrators, and supporters of educational equity. The Conference began with a Presidential reception and ended with a working session where Conference participants developed a set of working papers for the future agenda. An **OMA publication** was recently completed on the **BAM Conference**.

Office of the Vice Provost for Minority Affairs Initiatives (1987-present)

The Office of the Vice Provost for Minority Affairs has **supported** over 300 University School, College, Department, Student, Faculty, and Staff Organization initiatives which are designed to further **Mandate** initiatives of:

- ***Creating Access and Success for Students, Faculty, and Staff**
- ***Creating a Multicultural and Diverse Climate and Curriculum, and**
- ***Building a Sense of Community.**

African American and African Symposium (1991)

The Office of Minority Affairs contributed to the development of the African American and African Symposium which was held during Black History Month in February of this year (1991). A dialogue **examining the similarities between the experiences of African American students at Michigan and African students here at Michigan.** The event included a presentation by **Ali Mazuri, Professor of Political Science at SUNY** (and a former UM faculty member). A celebration of culture completed the event.

Navajo Nation Community College (in Tsailles, AZ) Visitation to UM (1990)

The Office of Minority Affairs **supported and hosted** a visit to the University's campus by a faculty member (and UM Alumni) and students from the Navajo Nation Community College in Tsailles, AZ. During the **two-day visit** to UM the faculty member and students had an opportunity to meet with administrators, staff, students, and members of the Native American community.

OMA's Symposiums on Pluralism and Multiculturalism (1987-88)

The Office of Minority Affairs presented panel discussions on **Pluralism and Multiculturalism.** The panels were comprised of University faculty, staff, and alumni who engaged in **dialogue on varying topics involving issues of pluralism and multiculturalism.** Forums were open to the University community.

Office of Minority Affairs' Research Initiatives

Research: Enrollment Decision Project (1990)

The Office of Minority Affairs, in conjunction with the Office of Admissions, has developed an **Enrollment Decision Survey targeting admitted students of color**. There are approximately 2700 admitted students of color who have received the survey. The survey measures their **perceptions of the University**. The results of this study will lead to **policy recommendations** to attract more students of color to the UM.

Research: UM Study on the "Attitudes of Incoming Freshpersons" (1990)

In September 1990, the Office of Minority Affairs undertook a University of Michigan Study on the **"Attitudes of Incoming Freshpersons."** The study was distributed to all 4500 incoming freshpersons and **focused on the racial, gender, and sexual orientation attitudes that students bring with them to the University**. A follow-up study and focus groups were administered in Winter 1990 to a sample of freshpersons. There was also a comparison sample of approximately 500 UM upper classpersons. Additionally, the study examined the views on race, gender, and sexual orientation of some 400 new teaching assistants who taught for the first time in Fall 1990. The study could be very useful in **identifying where points of change occur so that the University programs can be adjusted accordingly**.