



University of Washington  
FACULTY SENATE  
Box 351271

***Class C Bulletin No. 525***

***Resolution Addressing Faculty Demographic Concerns  
November 30, 2012***

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**Class C Resolution adopted at the November 29, 2012, Faculty Senate Meeting**

WHEREAS, available data show that the percentage of tenured and tenure-track faculty has declined, that the number of faculty of color remains too small, and that women are under-represented among tenured faculty, especially at the full professor rank, and in academic leadership roles; and

WHEREAS, the University of Washington has endured four years of budget stress during which normal patterns of faculty replacement have been suspended; therefore,

BE IT RESOLVED that the Faculty Senate requests the following:

1. that each department or academic unit make an effort to evaluate and discuss faculty demographics during this academic year and in doing so consult the updated criteria for promotion detailed in Chapter 24 of the Faculty Code;
2. that the Provost and deans ensure each search committee discuss appropriate ways to broaden search pools;
3. that the Office of Equal Opportunity and Affirmative Action (EOAA) resume the practice of making demographic trend data accessible to the faculty. Annual reports and past reports should be available in Excel and portable document format (pdf);
4. that the Provost make an annual report to the Senate about efforts and progress in restoring the tenure track, advancing racial and ethnic diversity, and achieving gender equity.

*Submitted by:*

Angela Ginorio, Chair, Faculty Council on Multicultural Affairs  
James Gregory, Chair, Faculty Senate  
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*Approved by:*

University of Washington Faculty Senate  
November 29, 2012