

Secretary of the Faculty

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June 3, 2005

Mark A. Emmert, President
Office of the President
Box 351230

Subject: Class A Legislation #114

Dear President Emmert:

In accordance with the rules, the faculty has approved the *Faculty Code* amendments in Class A Bulletin No 114: Volume Two, Part IV, Chapter 42 Faculty Councils (The Standing Committees of the University Faculty) and Their Duties. Section 42-31: Addition of two Faculty Councils and addition of new sections, 42-47 and 42-48.


The results of the election submitted to the faculty for vote on May 13, 2005 are:

Total ballots distributed electronically and mailed to those without electronic access :	3771
Total ballots returned:	833
Percent of faculty who voted:	23.81%
Percentage of "yes" votes:	92.76% (833)
Percentage of "no" votes:	4.68% (42)
Percentage of abstentions:	2.56% (23)

(The above percentage figures are based on ballots recorded electronically by the Catalyst Group and paper copies received back in the Senate Office.)

Attached is Professor G. Ross Heath's certification that the faculty has voted to approve the changes as proposed in Class "A" Bulletin No. 114. Before the University Handbook can be revised, we need your approval. According to the Faculty Code, you have 14 days to respond. We look forward to hearing from you by June 17, 2005.

Sincerely,


Lea B. Vaughn
Secretary of the Faculty

Enc.

Cc: G. Ross Heath, Chair, Faculty Senate
Carol Niccolls, Executive Assistant to the President
Professor Dina Mandoli, Chair, Faculty Council on Women in Academia
Professor Brian Fabien, Chair, Faculty Council on Multicultural Affairs

The strength of a university is greatest when its faculty and administration join for the advancement of common objectives. Faculty code, Sec. 13-20

Class A Legislation #114

**Proposed Amendments Requesting a Name and Status Change for:
Special Committee on Faculty Women
Special Committee on Minority Faculty Affairs**

Volume Two, Part IV, Chapter 42 Faculty Councils (The Standing Committees of the University Faculty) and Their Duties. Section 42-31: Addition of two Faculty Councils and addition of new sections, 42-47 and 42-48.

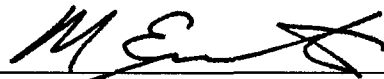
CERTIFIED AS APPROVED:



G. Ross Heath, Chair
Faculty Senate

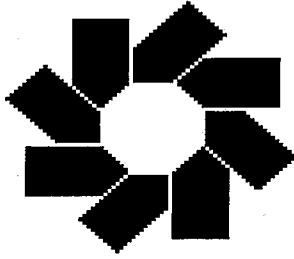
Date: June 3, 2005

APPROVED:



Mark A. Emmert
President

Date: 6.9.05



University of Washington
FACULTY SENATE
Box 351271

Class A Bulletin Nos. 114

Mailed May 13, 2005

GENERAL LEGISLATIVE ACTION

At its meeting on 12 May 2005, the Faculty Senate approved legislation that would update the Faculty Code to change the names and status for: the Special Committee on Faculty Women and the Special Committee on Minority Faculty Affairs. These changes have been approved unanimously at every step of the legislative process. The Faculty Council on Faculty Affairs has also approved of these changes.

PLEASE VOTE BY JUNE 2, 2005 AT 5:00 PM – USE BALLOT FOLLOWING THIS BULLETIN

RATIONALE

There are two rationale statements, one from each committee.

1. SPECIAL COMMITTEE ON FACULTY WOMEN – JUSTIFICATION

Requested Name & Status Change: From the Special Committee for Women (SCFW) to the *Faculty Council for Women in Academia (FCWA)*

Proposed Amendment: "The Faculty Council for Women in Academia shall be responsible (as described in Section 42-33) for all matters of policy relating to the interests of women."

History: SCFW has been an *ad hoc* standing committee for over 35 years. This far exceeds the normal duration for an *ad hoc* committee. Over this time period, there is no question that women have made strides, but significant problems remain [1-3].

Rationale: These are the only standing Committees that lack a vote on the SEC because they lack Council status.

The leaks in the career pipeline for women and minorities remain painfully evident in science and in the humanities [1-3]. The Report on the State of the Faculty, <http://depts.washington.edu/uwaaup/state%202004.pdf>, clearly articulates how this hurts the entire spirit and climate of academia at UW. The paltry number of women who are full professors and academic administrators indicates that our UW system is failing them regarding mentoring for leadership¹. Likewise, women students and staff are not being mentored for leadership roles as vice presidents and senior leaders in non-academic roles.

Improving the climate at UW for women will entail many changes from many quarters, but at the core is respect. The lack of council status of the SCFW sends a message to the women on the UW faculty. Healthy institutions actuate mechanisms that enable individuals to grow to their potential and to be empowered both alone and in synergy with others. Changing the SCFW from a Committee to a Council would be a no-cost change in the right direction.

Role for Faculty Council for Women in Academia at UW: The primary goal of the FCWA would be to increase the ability of all women at UW to successfully navigate academia by plugging holes in the pipeline. To successfully address the concerns of women faculty we need to think of the pipeline as a continuum embedded in a managerial structure: the early portions of the pipeline (rising women faculty-to-be i.e., undergraduates and post-baccalaureates seeking advanced degrees) and the environs in which the pipeline functions (their male counterparts) all contribute to the health of those in the pipeline. Thus, we would like to become a Council in which

¹ "There is a total of 487 female full professors including the titles professor (314), professor without tenure (132), and research professor (41). There is a total of 71 female academic administrators including the titles dean (8), associate dean (21), assistant dean (7), acting dean (1), chair (12), director (13), and director/chair (9)." Data as of 3/16/05. Source: Cheryl Cameron, Acting Vice Provost, Office of the Provost

men and women members work together to improve the climate for women at UW. We cannot hear and address the male perspective without male members. Based on the principle that "a rising tide floats all boats," we believe that Council status will benefit the entire campus community, the women as well as the men they work with, at all stages in their careers. In addition, the SCFW believes that some concepts and avenues for climate change at UW will be best received by faculty and faculty-to-be if it comes from the faculty themselves. Such initiatives should naturally arise through a Faculty Council dedicated to women. The current vehicle for all faculty issues is the Faculty Council for Faculty Affairs (FCFA), a group that is overworked as it is. The proposed FCWA would lighten the load of the FCFA and bring a more realistic, integrated approach to plugging the leaks in the academic pipeline at UW.

1. Mason, M.A. and M. Goulden, Do Babies Matter? The Effect of Family Formation on the Lifelong Careers of Academic Men and Women. *Academe: Bulletin of the AAUP*, 2002. 88(6): p. 21-27.
2. Arenson, K.W. 2005 "Little Advance is Seen in Ivies' Hiring of Minorities and Women" March 1, 2005 AP Wire.
3. Wilson, R. 2005 Where the Elite Teach, It's Still a Man's World" *The Chronicle: A Special Report*, p. 1-13.
4. McGinn, D. 2005 "Bully in the Pulpit" *Newsweek* Feb 28, 40-42.
5. Crenson, M. 2005 "Educator's Comment Sparks Brain Debate" *The Seattle Times* Feb 28, A5.
6. American Council on Education, 2005 "An Agenda for Excellence: Creating Flexibility in Tenure-Track Faculty Careers. Office of Women in Higher Education Executive Summary, 3-12.

2. SPECIAL COMMITTEE ON MINORITY FACULTY AFFAIRS - JUSTIFICATION

Requested Name & Status Change: From the Special Committee on Minority Faculty Affairs (SCMFA) to the *Faculty Council for Multicultural Affairs (FCMA)*.

Proposed Amendment: "The Faculty Council for Multicultural Affairs shall be responsible for all matters of policy relating to the interests of faculty of color."

History and Rationale: The Special Committee on Minority Faculty Affairs is a standing committee that was created by the Senate Executive Committee 22 years ago, in January, 1983, and reports to the SEC via the Faculty Council on Faculty Affairs. The recent action of the SEC to give the vote to all Faculty Councils leaves this Committee disenfranchised at a time when its voice is sorely needed.

The faculty of color at the University of Washington are significantly under-represented. In fact, black women and men are a mere 1 percent each of the ladder faculty; Latinas and Latinos, another 1 percent each; American Indian women and men add up to 0 percent (though there are 6 women and 4 men at the entire University); and "Asian" faculty are only 3 percent (women) and 6 percent (men) of the UW professoriate. In addition the attrition rate for faculty of color is higher than that of white faculty.

The cultural diversity of the faculty does not match the cultural diversity of the state. As the flagship academic institution in the state it is essential that we strive for, and achieve, diversity among the professoriate. To this end, the Special Committee on Minority Faculty Affairs should be enfranchised as a Faculty Council and take its place as a full partner in faculty governance.

Role for Faculty Council for Multicultural Affairs at UW: The current mandate for the Special Committee on Minority Faculty Affairs (below) was adopted in May 2002 by the SEC, and will continue to guide the Faculty Council for Multicultural Affairs as follows:

The Faculty Council for Multicultural Affairs is to review the status of minority faculty and to propose measures to correct inequities by:

- Providing a written annual report to the Faculty Senate containing statistical data on the status of minority faculty, including facts and trends in hiring, promotion and retention.
- Proposing measures for improving the status of minority faculty, including employment issues, climate issues, and other issues and concerns that may arise.
- Promoting equitable treatment of minority faculty by defining and implementing solutions.

Further, the FCMA will serve as a group to advocate for a campus climate where any form of racial prejudice is absolutely not tolerated; and as a group that helps to promote curriculum that is focused on the study of racism

3. COUNTER ARGUMENT TO PROPOSALS

These proposed changes did not engender opposition and were unanimously approved. Therefore, the legislative process did not generate significant counter arguments to the proposals. One argument, however, would be that all faculty issues should be placed in the Faculty Council on Faculty Affairs. That council would respond that it does not have the capacity to absorb issues that the SCFW and SCMFA currently address. Second, there are existing groups such as the President's Advisory Committee on Women, (PACW) and the Diversity Council that address some of the issues raised by the two proposed councils. But neither PACW nor the Diversity Council focus solely on faculty issues. Although these new councils would work with existing administrative committees, the councils would be a place where faculty issues are the primary focus.

**Proposed Amendments Requesting a Name and Status Change for:
Special Committee on Faculty Women and the Special Committee on Minority Faculty Affairs**

Volume Two, Part IV, Chapter 42 Faculty Councils (The Standing Committees of the University Faculty) and Their Duties. Section 42-31: Addition of two Faculty Councils and addition of new sections, 42-47 and 42-48.

<u>Current Language</u>	<u>Senate Proposed Changes</u> (Additions are underlined; deletions are struck through)
<p>Chapter 42</p> <p>FACULTY COUNCILS (THE STANDING COMMITTEES OF THE UNIVERSITY FACULTY) AND THEIR DUTIES</p> <p>Section 42-31. The Faculty Councils</p> <p>A. As the principal advisory bodies to the Senate there shall be the following Faculty Councils:</p> <ol style="list-style-type: none"> 1. The Faculty Council on Academic Standards; 2. The Faculty Council on University Relations; 3. The Faculty Council on Faculty Affairs; 4. The Faculty Council on Research; 5. The Faculty Council on Student Affairs; 6. The Faculty Council on University Facilities and Services; 7. The Faculty Council on University Libraries; 8. The Faculty Council on Instructional Quality; 9. The Faculty Council on Educational Outreach; 10. The Faculty Council on Benefits and Retirement; 11. The Faculty Council on Educational Technology; 12. The Faculty Council on Tri-Campus Policy. <p>B. Faculty Councils may be abolished and created only by amendment to the <i>Faculty Code</i>.</p> <p>C. Faculty Councils are responsible to the Executive Committee of the Senate.</p>	<p>Chapter 42</p> <p>FACULTY COUNCILS (THE STANDING COMMITTEES OF THE UNIVERSITY FACULTY) AND THEIR DUTIES</p> <p>Section 42-31. The Faculty Councils</p> <p>A. As the principal advisory bodies to the Senate there shall be the following Faculty Councils:</p> <ol style="list-style-type: none"> 1. No change 2. No Change 3. No Change 4. No Change 5. No Change 6. No Change 7. No Change 8. No Change 9. No Change 10. No Change 11. No Change 12. No Change 13. <u>Faculty Council for Women in Academia</u> 14. <u>Faculty Council for Multicultural Affairs</u> <p>B. No Change</p> <p>C. No Change</p>
<p>NEW SECTION</p>	<p><u>Section 42-47. Faculty Council for Women in Academia</u></p> <p><u>The Faculty Council for Women in Academia shall be responsible (as described in Section 42-33) for all matters of policy relating to the interests of women.</u></p>
<p>NEW SECTION</p>	<p><u>Section 42-48. Faculty Council for Multicultural Affairs</u></p>

<u>Current Language</u>	<u>Senate Proposed Changes</u> (Additions are underlined; deletions are struck through)
	<u>The Faculty Council for Multicultural Affairs shall be responsible (as described in Section 42-33) for all matters of policy relating to the interests of faculty of color.</u>

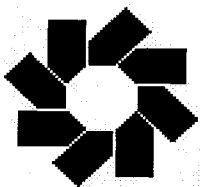
Approved by Senate Executive Committee
April 4, 2005

Approved by Faculty Senate
April 21, 2005

Approved by Senate Executive Committee
May 2, 2005

Approved by Faculty Senate
May 12, 2005

**DATED MATERIAL
ENCLOSED**



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