Meeting Synopsis:

1. Call to order
2. Review of the minutes from June 6, 2019
3. Proposed statement for diversity for University employment, promotion and merit.
4. Data regarding service load, working conditions and career paths of faculty members of color.
5. Evaluate other sections of the faculty code through the lens of multicultural affairs, diversity and difference.
6. Update on Teaching Evaluation Task Force: Andrea Otanez
7. Council member input on additional goal proposals for the 2019-20 academic year.
8. Good of the order
9. Adjourn

1. Call to order

The meeting was called to order at 2:30 p.m.

2. Review of the minutes from June 6, 2019

The minutes from June 6, 2019 were approved as written.

3. Proposed statement for diversity for University employment, promotion and merit

Brenda Williams, the chair, updated new members on the work of the council in the 2018-19 academic year. Last year, the council drafted Class A legislation that would require a statement of diversity for University employment, promotion and merit (Exhibit 1). Faculty Senate leadership asked several questions and asked that the council receive feedback from other stakeholders. The council will reach out to the following stakeholders:

- Rickey Hall,
- Cheryl Cameron
- Mark Richards
- Joy Williamson
- Jack Lee Faculty Council Faculty Affairs (FCFA) chair
- Margo Bergman, Faculty Council on Women in Academia (FCWA) chair
- Elected Faculty Council chairs
- Board of Deans
- Committees within departments (e.g. diversity committee in COE)

The chair will draft a one-pager with talking points for members to use when talking with stakeholders and colleges.
4. Data regarding service load, working conditions and career paths of faculty members of color

The chair shared the charge letter from Joe Janes, the Faculty Senate chair (Exhibit 2). The members discussed how this charge is a big ask from the council. The council analyst agreed and informed the council that the Faculty Councils on Faculty Affairs and Women in Academia are charged with this as well.

A member noted that the Climate Survey will be launched next week (October 8, 2019), and members agreed to see if service was a question within the survey.

The council chair will reach out to the FCWA and FCFA chairs to see how they are approaching this topic. The chair will respond to the Faculty Senate chair’s charge letter and ask for further clarification. Another member recommended reaching out to department chairs.

5. Evaluate other sections of the faculty code through the lens of multicultural affairs, diversity and difference

The chair invited members to review the faculty code - https://www.washington.edu/admin/rules/policies/FCG/FacCodeTOC.html

The chair noted that diversity is not defined in the code or in the Diversity Blueprint, but that may a large task to take on during this academic year. Members agreed and noted that it is hard to incorporate all the differences that make up diversity.

6. Update on Teaching Evaluation Task Force: Andrea Otanez

Otanez reported that the task force has not yet reconvened this year, but she did inform the task force the council’s concerns and feedback.

Next steps include creating a place on the University website for information generated by the task force to exist.

7. Council member input on additional goal proposals for the 2019-20 academic year

A member asked if the council should monitor I-1000 which will go to a statewide ballot in November 2019. Leyla Salmassi will reach out to a contact who could possibly summarize I-1000 to the council at the next meeting. Another member wondered if the council should discuss academic freedom in relation to I-1000.

The chair invited the council to consider reviewing and writing a letter of support for the FCFA Class A legislation regarding title changes for lecturers.

8. Good of the order

Nothing was stated.

9. Adjourn
The meeting was adjourned at 4:00 p.m.

Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: Faculty Code Section 21-61 A: Brenda Williams (chair), Xuegang Jeff Ban, Branden Born, Andrea Otanez, Pietro Paparella, Michael Spencer, Yoriko Kozuki
Faculty Code Section 21-61 B: Leyla Salmassi, Jessica Jerrit

Absent: Faculty Code Section 21-61 A: Gautham Reddy
Faculty Code Section 21-61 B: N/A
President’s designee: TBD

Exhibits
Exhibit 1 – 20190207 Rationale Proposed Class A legislation final.pdf
Exhibit 2 – fcma_chargeletter_2019-20_draft.docx
To: Senate Chair George Sandison  
From: Brenda Williams, Faculty Council on Multicultural Affairs, Chair  
CC: Faculty Council on Multicultural Affairs  
Date: February 7, 2019  
Re: Proposed Class A Legislation and Rationale

Introduction

The Faculty Council on Multicultural Affairs voted in February 2019 to forward proposed Class A legislation to the Senate Executive Committee and Faculty Senate for consideration (Exhibit 1). The motion was approved by a majority of the voting members.

Reasons for Proposed Changes

The UW Diversity Blueprint 2017-2021 provides that in order to successfully recruit, retain, and advance faculty, efforts should be made to: strengthen and diversify faculty hiring practices, utilize best practices to improve the recruitment of underrepresented faculty and develop school/college practices that support the retention and advancement of underrepresented faculty. The Faculty Council on Multicultural Affairs seeks to promote the recruitment of diverse faculty and ensure that efforts at retention and advancement become central to the university. Moreover, our goal is to support the recruitment and promotion of faculty who contribute to the university’s diversity and equity mission and to encourage all faculty to support the development of diverse faculty members and students.

Over the course of this Academic year, the FCMA reviewed and ultimately selected Faculty Code Chapter 24.32 (Appointment and Promotion of Faculty Members) for proposed revision designed to support the University effort to attract and retain a diverse faculty. This goal is supported by requiring a statement of past and proposed contributions to Diversity and Equity to allow informed decisions in hiring and promotion.

Background

At the initial meeting of the Faculty Council on Multicultural Affairs in October 2018, the council reviewed goals provided by Senate Chair George Sandison. Among the goals was a mandate continue to evaluate relevant sections of the Faculty Code and associated practices through the lens of multicultural affairs, diversity, and difference, with the objectives of strengthening equity and fairness.

During the course of the fall and winter quarter meetings, the Council engaged in a discussion regarding the practice on other campuses to require a statement regarding contributions to diversity for all faculty hiring. A policy similar to the proposal here exists at all University of California campuses and requires a personal statement detailing contributions to diversity, prior to consideration; many, if not all, of the UC campuses consider the diversity statement during the promotion review process.

UC Davis describes various types of contributions to diversity:  
UC San Diego offers examples of diversity statements:  
https://facultydiversity.ucsd.edu/recruitment/contributions-to-diversity.html

FCMA continued to discuss the proposal at the November, December and January 2019 FMA meetings, ultimately voting to forward the proposed amended language to the full faculty for consideration. The FCMA intended that this recommendation would apply to new appointments and promotions only and not for reappointments or change to Emeritus status. This amendment makes the diversity statement discussing contributions and plans, a requirement that must be considered.

**Proposed Change**

The FCMA proposes one change to the section governing the appointment and promotion of faculty members, specifically to the Section 24-32, governing the Scholarly and Professional Qualification of Faculty members.
EXHIBIT 1:

Section 24-32 Scholarly and Professional Qualifications of Faculty Members

The University faculty is committed to the full range of academic responsibilities: scholarship and research, teaching, and service. Individual faculty will, in the ordinary course of their development, determine the weight of these various commitments, and adjust them from time to time during their careers, in response to their individual, professional development and the changing needs of their profession, their programs, departments, schools and colleges, and the University. Such versatility and flexibility are hallmarks of respected institutions of higher education because they are conducive to establishing and maintaining the excellence of a university and to fulfilling the educational and social role of the institution.

ALL CANDIDATES FOR FACULTY APPOINTMENT OR PROMOTION SHALL SUBMIT A STATEMENT OF PAST AND PROPOSED CONTRIBUTIONS TO DIVERSITY AND EQUITY. ACADEMIC UNITS AND SEARCH COMMITTEES SHALL CONSIDER A CANDIDATE’S STATEMENT AS PART OF A COMPREHENSIVE AND TRANSPARENT EVALUATION OF QUALIFICATIONS.

In accord with the University's expressed commitment to excellence and equity, any contributions in scholarship and research, teaching, and service that address diversity and equal opportunity shall be included and considered among the professional and scholarly qualifications for appointment and promotion outlined below.
September 16, 2019

Brenda Williams, Chair
Faculty Council on Multicultural Affairs

Dear Professor Williams:

The Faculty Council on Multicultural Affairs is charged with responsibility “for all matters of policy relating to the interests of faculty of color” (Faculty Code, Sec 42-48).

Our recommendation is that the council identify specific goals that can be accomplished by the end of the 2019-20 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Develop a proposal regarding a required statement of diversity for University employment, promotion and merit.
- Explore and collect data regarding service load, working conditions, and career paths of faculty members of color.
- Continue to evaluate the Faculty Code through the lens of multicultural affairs, diversity, and difference, with the potential use of Class A legislation to strengthen equity and fairness.

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate website to communicate the important work you are doing.

Many thanks to you and the members of your council, on behalf of Senate Leadership and the faculty of the University, for all your time and work this coming year. I wish you all the best and look forward to working with you.

Sincerely,

Joseph Janes
Chair, Faculty Senate