Meeting Synopsis:

1. Call to order
2. Review of the minutes from March 5, 2020
3. Teaching evaluation task force update: Andrea Otanez
4. Chair’s Report: FCMA Class A legislation
5. University-wide definition of Diversity
6. COVID-19 Impacts
7. Plans for next year
8. Good of the order
9. Adjourn

1. Call to order

The meeting was called to order at 2:35 p.m.

2. Review of the minutes from March 5, 2020

The minutes from March 5, 2020 were approved as written.

3. Teaching evaluation task force update: Andrea Otanez

Andrea Otanez noted that there has not been an update yet but will provide FCMA with future information.

4. Chair’s Report: FCMA Class A legislation

Chair Williams noted the legislation has fallen to the floor as only COVID-19 emergency related matters will be heard from the senate. It will not be considered or passed until the Fall.

5. University-wide definition of Diversity

UW has not agreed upon a single diversity definition although departments and units do provide their own. Diversity Council, the largest body at UW who deals with diversity, should be included in the discussion. Next year, the Diversity Council will be considering a new diversity blueprint.

The council is also thinking about what federally mandated, what data is available, and what other areas of diversity should be included.
The council will continue to discuss the possibility of other interested groups in crafting this definition, and if a diversity definition is needed right now.

Information is needed from others on progress and direction, specifically if other groups are working on similar work. FCMA will consider students or other faculty as resources of information in defining diversity.

FCMA will continue to support the discussion in the Fall.

6. COVID-19 Impacts

Many inequities and vulnerabilities have been doubled/unearthed due to COVID-19.

Allen noted that there are online resources for faculty staff and students. Allen also mentioned that there is an effort made to capture the experiences of employees and students during this time. Jerrit noted that UW Special Collections would be interested in documenting and preserving this information.

A council member encouraged the council to discuss the existing disparities which have been highlighted in terms of digital divide, homelessness, or chronic illnesses - particularly in vulnerable ethnic communities with families losing jobs.

FCMA is interested in the demographic and the impact of COVID-19. Chair Williams would like to raise awareness in a shared statement of the possibility of a disproportionate impact on faculty of color due to COVID-19. What ways can we minimize the impact?

Chair Williams highlighted data collected in previous years on employees of color who were not in better positions. A member asked if later analysis on furloughed employees would be helpful.

FCMA will continue to discuss this complicated issue for the next meeting.

7. Plans for next year

The council’s main concern is to create dialogue of this issue and the potential impacts.

We will have more information on the climate survey from Allen at the next meeting.

8. Good of the order

Nothing was stated.

9. Adjourn

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

Minutes by Alexandra Portillo, xanport@uw.edu, council analyst
Present: Faculty Code Section 21-61 A: Brenda Williams (chair), Xuegang Jeff Ban, Yoriko Kozuki, Andrea Otanez, Pietro Paparella, Gautham Reddy, Michael Spencer
Faculty Code Section 21-61 B: Leyla Salmassi, Jessica Jerrit
President’s designee: Chad Allen, associate vice provost for faculty advancement, president’s designee

Absent: Faculty Code Section 21-61 A: Branden Born,
Faculty Code Section 21-61 B: Meshell Sturgis