

University of Washington
Faculty Council on Multicultural Affairs
February 14, 2019
2:30 – 4:00 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis

1. Call to order
 2. Review of the minutes from January 10, 2019
 3. FCFA subcommittee on Equity & Inclusion: Purnima Dhavan
 4. Class A legislation and rationale statement regarding Faculty Code Section 24-32
 5. Report from Faculty Council on Tri-Campus Policy: Brenda Williams
 6. Planning for 2019-20
 7. Good of the order
 8. Adjourn
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1. Call to order

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

2. Review of the minutes from January 10, 2019

The minutes from January 10, 2019 were approved as written.

3. FCFA subcommittee on Equity & Inclusion: Purnima Dhavan

Purnima Dhavan, Associate Professor in History and a member of the Faculty Council on Faculty Affairs (FCFA), attended the council and shared that FCFA is interested in changing the Faculty Code to build in a clearer promotional track for lecturers and one that builds in some service relief or greater recognition. Members discussed the issue and the potential of working with the FCFA and Faculty Council on Women in Academia (FCWA). Members discussed service burdens and a member echoed the sentiment that service is stressed at least in her department (Communications). The council agreed to work with FCFA.

4. Class A legislation and rationale statement regarding Faculty Code Section 24-32

The chair shared that she sent the proposed legislation to the Faculty Senate Chair on February 7, 2019. The chair shared that Faculty Senate Leadership wanted to provide additional feedback and possibly send the draft legislation to the Faculty Council on Faculty Affairs.

The chair also introduced this legislation at the Faculty Council Chair luncheon. The chair received feedback asking if the council considered other diversity contribution statements that other departments and schools have already required. The chair found a statement from the School of Nursing which was found in the job announcements. The chair commented that a statement of contribution

included in an individual job posting is different from having a University wide statement that is publically available. Gautham volunteered to look into other schools to see if they have a similar requirement and to reach out to the Elected Faculty Council Chairs. The chair asked that Gautham find this information before the next Senate Executive Council meeting (April 1).

5. Report from Faculty Council on Tri-Campus Policy: Brenda Williams

The chair attended the Faculty Council on Tri-Campus Policy (FCTCP) in January. At this meeting a presenter shared developing policy on working with Youth at the University (Youth Protection Policy Task Force). Once established the policy will have a centralized process for background checks, required registration process for youth programs and activities, and a review of other components that do not already exist in University policy.

6. Planning for 2019-20

The chair asked the council members for suggested topics to focus on in the next academic year.

The chair suggested that the council look into policies around faculty access to aggregation data, transparency and hiring. Members discussed that Workday is a source of frustration for some administrators. The chair will reach out to the FCWA and Faculty Council on Benefits and Retirement (FCBR) and request that they share their responses after requested aggregate data sets.

Members expressed interest in working with the FCFA in supporting legislation to support lecture track faculty members. Angelia Miranda also offered support from ASUW, in that they would agree that service should be defined and inclusive. Miranda also noted that students greatly value mentorship relationships with faculty members and that this policy change might help foster greater relationships, specifically for female students and students of color.

7. Good of the order

Nothing was stated.

8. Adjourn

The meeting was adjourned at 3:20 p.m.

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

Present: **Faculty:** Yoriko Kozuki, Andrea Otanez, Pietro Paparella, Joseph Rajendran, Gautham Reddy, Brenda Williams (chair), Thomas Lee,
Ex-officio reps: Leyla Salmassi, Angelia Miranda,

Absent: **Faculty:** Joseph Babigumira, Branden Born, Xuegang Ban
President's designee: Chad Allen
Ex-officio reps: Ann Madhavan, Amy Gabriel