

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

**Meeting synopsis**

1. Call to order
  2. Review of the minutes from February 14, 2019
  3. Chair's report: upcoming FCFA meeting invitation (April 16)
  4. Class A legislation: contributions of diversity statement
  5. Update: teaching evaluation task force
  6. Good of the order
  7. 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 February 14, 2019**

The minutes from February 14, 2019 were approved as written.

**3. Chair's report: upcoming FCFA meeting invitation (April 16)**

Williams, the chair, announced that she was invited to attend the next Faculty Council on Faculty Affairs (FCFA) meeting on April 16. She will hear from and speak to FCFA regarding their efforts around diversity, equity and inclusion.

**4. Class A legislation: contributions of diversity statement**

The chair met with the Faculty Senate leadership to discuss FCMA's proposed Class A legislation regarding contributions to diversity statements. There were some concerns that this Class A needed additional presentations to other councils and the University administrators. Joe Janes, Faculty Senate Vice Chair, asked that the council spend more time considering potential questions that may surface when sharing the proposal.

A member asked if the legislation would impact only new hires or all faculty members. The chair responded that the spirit of the legislation intends to impact all faculty members.

The chair shared questions sent by Faculty Senate leadership for the council to consider:

- Is this intending to add "diversity" to the existing 3 aspects of appointment/promotion/tenure (scholarship, teaching, service)? Cut across them? And since we do articulate what we mean by those, why not also do so for diversity?
- Why add to this section rather than 24-52?

- Would this also impact merit reviews (24-57)?
- I also think there are political considerations, per Mike's comment (the prior revision was explicitly described as \*not\* requiring this, which might raise concerns among many)
- In a future holistic evaluation of a candidate does council anticipate just an evaluation of a personal statement assuming the candidate does not have a significant contribution in any of the three traditional areas of evaluation for appointment and promotion. Just wondering how junior faculty might respond to this requirement. (Can council members easily give example responses for themselves?)

A member commented that many of the concerns raised by Faculty Senate leadership important to consider. Another member asked if FCMA should share the proposal with other campus groups/networks in addition to University leadership (e.g. Center for Communication, Difference and Equity (CCDE), Women Investigating Race, Equity and Difference (WIRED), Office of Minority Affairs and Diversity (OMAD), Department level diversity committees, deans, etc).

The chair will alter the memo that she sent to George Sandison regarding the Class A and share with the council for a wider distribution and community input.

A member suggested that actual examples might be helpful to share when meeting with people/groups. Another member suggested having a list of PAC 12 institutions that require statements as well as departments on campus that already require statements.

## 5. Update: teaching evaluation task force

Andrea Otanez received an official notification from George Sandison, the Faculty Senate Chair, that she would represent FCMA on the Faculty Senate's task force regarding teaching evaluations. The Faculty Senate chair has not yet issued appointment letters, nor has the first meeting been set. Otanez noted that if she is unable to attend the first meeting, Gautham Reddy will attend in her place.

## 6. Good of the order

Nothing was stated.

## 7. Adjourn

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

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

**Present:**           **Faculty:** Andrea Otanez, Pietro Paparella, Gautham Reddy, Brenda Williams (chair), Thomas Lee, Xuegang Ban

**Ex-officio reps:** Leyla Salmassi, Amy Gabriel, Ann Madhavan

**Absent:**           **Faculty:** Yoriko Kozuki, Joseph Babigumira, Branden Born, Joseph Rajendran

**President's designee:** Chad Allen

**Ex-officio reps:** Angelia Miranda