

**University of Washington**  
**Faculty Council on Multicultural Affairs**  
May 9, 2019  
2:30 – 4:00 p.m.  
Odegaard Undergraduate Library 320

**Meeting Synopsis**

1. Call to order
  2. Review of the minutes from April 4, 2019
  3. Chair's report
  4. Class A legislation: contributions of diversity statement
    - 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?)
  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 April 4, 2019**

The minutes from April 4, 2019 were approved as written.

**3. Chair's report**

Williams, the chair, notified the council that she attended the Faculty Council on Faculty Affairs (FCFA) meeting on April 16. During the meeting, Robin Angotti, chair of the Faculty Council on Women in Academia, shared service load data from faculty members at Bothell. Her data showed that lecturers and women carried larger service loads than their counterparts. The chair will circulate her notes from the FCFA meeting.

The chair asked if any of the council members knew the status of the Climate Survey. She mentioned that she requested (from Jason Johnson, Associate Vice Provost of Academic Affairs) that the survey include questions around faculty service. One member mentioned that he participated in a focus group,

and another member commented that the Professional Staff organization has also met the survey team (Rankin & associates).

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

- **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?)**

The chair shared that after the council submitted Class A legislation regarding a contribution of diversity statement the Faculty Senate leadership recommended that the council work with the Faculty Council on Faculty Affairs. Faculty Senate leadership also raised several questions (listed in the agenda item).

Council members discussed the fourth bulleted question, "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)." Members did not feel comfortable with the framing of the question. They also noted that they did not remember making an explicit promise to not bring the issue up again. A member commented that the reason for this proposal was raised after a faculty member learned that the University of California System requires similar diversity statements.

The chair will draft a response to these questions for the council to review.

#### **5. Update: teaching evaluation task force**

Andrea Otanez attended the first teaching evaluation task force meeting. Otanez commented that there is an upcoming forum planned for May 16. Visitors from Colorado State University, the University of Oregon, the University of Southern California will attend the forum and offer insights from their efforts around teaching evaluation reform.

A member asked if the task force has discussed alternatives to course evaluations. Otanez responded that the task force has not discussed this, but that may be a good question to ask at the forum.

The task force's work will continue through next academic year.

#### **6. Good of the order**

Nothing was stated.

#### **7. Adjourn**

The meeting was adjourned at 3:20 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  
**Guest:** Leslie Michaud

**Absent:**       **Faculty:** Yoriko Kozuki, Joseph Babigumira, Branden Born, Joseph Rajendran  
**President's designee:** Chad Allen  
**Ex-officio reps:** Angelia Miranda, Amy Gabriel, Ann Madhavan