University of Washington
Faculty Council on Multicultural Affairs
June 7th, 2018
2:30 – 4:00 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis:

1. Call to order
2. Review of the minutes from April 12th, 2018
3. Carnegie Community Engagement Classification – India Ornelas (attachment)
4. Recap of year and future planning
5. Good of the order
6. Adjourn

1) Call to order

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

2) Review of the minutes from April 12th, 2018

The minutes from April 12th, 2018 were approved as written.

3) Carnegie Community Engagement Classification – India Ornelas (attachment)

India Ornelas (Associate Professor, School of Public Health) was present to discuss the Carnegie Community Engagement Classification. She used a document as part of the presentation (Exhibit 1). UW Bothell, UW Seattle, and UW Tacoma are applying separately for the classification, as required by the Foundation, and work group leaders from each campus meet monthly to collaborate. It was noted the application process is being led by a cross-campus working group under the advisement of Ed Taylor, Vice Provost and Dean of Undergraduate Academic Affairs, and Thaisa Way, Chair of the Faculty Senate and Director of Urban@UW.

The Classification for Community Engagement is the Carnegie Foundation's only elective classification, requiring self-assessment process by institutions. Carnegie states that community engagement describes collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity (Exhibit 1).

A member asked how information is being gathered in relation to the Carnegie application. It was noted individuals have been identified to act as key informants across the university. It was noted there is a larger initiative to develop policies that dovetail with the Carnegie application, work which could involve FCMA.
A member questioned what the benefit is for being awarded this classification at the UW. It was noted the classification puts the UW among a group of peers known for community-engagement and creates a positive perception of the university that shows the UW is deeply tied to the communities it serves. It is also a chance for the UW to do some self-reflection as an organization, and analyze the extent to which it is community-engaged.

The timeline for the application process was shown. In 2020, UW will be notified if it meets the classification.

4) Recap of year and future planning

Williams recapped that FCMA evaluated faculty demographic trends over time using the university’s Bi Portal to develop a number of graphs and other infographics. Williams explained this data was recently presented to the Faculty Council on Women in Academia, and that body requested that FCWA continue working to uncover data on:

- Who the UW is hiring and not hiring
- Who is UW is promoting and not promoting

A member noted any disparity viewed through the data presents an analytic challenge. FCMA can see rate of change organized by schools, but getting to the cause of disparities is more difficult. One flag the council pointed out several times is the increased hiring of females into lecturing ranks (as opposed to tenure track). A member pointed out that application data is also missing from the Bi Portal, so the council still does not know why there has been a lack of hiring of black males into the professoriate. Williams encouraged members to raise any additional questions that might be explored via the Bi Portal data.

The council reviewed its charge letter for the 2017-2018 academic year (Exhibit 2). There was some discussion of the diversity plan item. It was noted the Office of Minority Affairs & Diversity is currently looking into unit diversity plans, and the FCMA should connect with OM&D next fall. It was noted FCMA should aspire to do more faculty outreach and connect with different units and offices around campus.

It was noted one area where FCMA might improve is in the orienting of itself within the framework of other bodies working on diversity issues around the university. It was noted inviting representatives from different groups to each meeting might be a way forward.

There was some discussion of faculty searches at UW Tacoma and related difficulties. Williams noted the section of Faculty Code relating to appointments might be further evaluated by FCMA during the next year. It was noted many faculty applicant pools include candidates from diverse backgrounds, but hiring of diverse candidates is less consistent. It was noted this affects recruitment, but also morale within the faculty ranks (especially those faculty from diverse backgrounds). Williams noted this should be addressed next year.

There was some discussion of the Faculty Code describing eligibility requirements for faculty who act as chairs of curriculum committees. A member explained some instructors (who are qualified) are not
allowed to chair curriculum committees because of the language within the Faculty Code. It was noted FCMA should address this is in 2018-19.

5) Good of the order

Williams notified the council she would continue as chair during the next academic year.

It was noted FCMA’s Class A legislation concerning Promotion and Diversity Requirements is currently within the full faculty voting period, which is nearly ended. Williams noted despite the success of the legislation, FCMA will continue to evaluate the Faculty Code to locate potential areas for improvement. A member noted there has been talk of altering the titles of lecturing faculty at the UW. She noted she would urge that the council partner with the Faculty Council on Faculty Affairs if the topic is further explored.

Williams was thanked for chairing the council during AY 2017-18.

6) Adjourn

The meeting was adjourned at 3:00 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: Faculty: Joseph Babigumira, Emily Cilli-Turner, Yoriko Kozuki, Joseph Rajendran, Brenda Williams (chair)
Ex-officio reps: N/A
Guests: India Ornelas

Absent: Faculty: Branden Born, Sadaf Bhutta, Teresa Evans-Campbell, Thomas Lee, Andrea Otanez, Pietro Paparella
President’s designee: Chad Allen
Ex-officio reps: Ann Madhavan, Kendra Canton, Louie Tan Vital, Karyn Crow

Exhibits
Exhibit 1 – carnegieapplication.pdf
Exhibit 2 – fcma_chargeletter_2017-18.pdf
WHAT IS THE CARNEGIE COMMUNITY ENGAGEMENT CLASSIFICATION?

The Classification for Community Engagement is the Carnegie Foundation's only elective classification, requiring self-assessment process by institutions. It is supplemental to the Foundation's main category (UW Seattle is classified as “highest research activities”, formerly R1). Initial classifications were awarded in 2000 occur every five years. The next announcement of successful applications is in 2020.

The classification is not simply an award. It requires evidence-based documentation of institutional practice to be used in a process of self-assessment and quality improvement for community engagement. The purpose is the process.

UW Bothell, UW Seattle, and UW Tacoma are applying separately for the classification, as required by the Foundation, and work group leaders from each campus meet monthly to collaborate.

HOW DOES CARNEGIE DEFINE COMMUNITY ENGAGEMENT?

“Community engagement describes collaboration between institutions of higher education and their larger communities (local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.

The purpose of community engagement is the partnership of college and university knowledge and resources with those of the public and private sectors to enrich scholarship, research, and creative activity; enhance curriculum, teaching and learning; prepare educated, engaged citizens; strengthen democratic values and civic responsibility; address critical societal issues; and contribute to the public good.”

The Carnegie application is based on:
- Institutional Identity, Culture and Communication
- Community Relations, Outreach and Partnerships
- Curricular and Co-Curricular Engagement
- Professional Activity and Scholarship
- Infrastructure and Finance
- Tracking, Monitoring and Assessment
- Faculty and Staff Support and Rewards
- Alignment with Other Institutional Initiatives

WHAT IS THE TIMELINE?

- Jan. 22, 2018: 2020 framework released
- May 1-July 1, 2018: Application request portal open
- April 15, 2019: Application deadline
- December 2019: Campus notifications
- January 2020: Public announcement of 2020 Carnegie Community Engaged Institutions

WILL THIS COST ANYTHING?

- No new funds commitments are required for this application.
- The self-assessment process will help guide ongoing investments in community engagement.

361 Institutions have Carnegie Community Engagement classification, including:
- UCLA, USC, and University of Utah
- U Minnesota, Penn State, and U Wisconsin
- Cornell, Rutgers, Georgetown, and Purdue
- OSU, WSU, Gonzaga and Seattle University

For a full list, see http://nerche.org/index.php
WHY IS UW SEATTLE PURSUING THE CARNEGIE COMMUNITY ENGAGEMENT CLASSIFICATION?

In 2017, based on President Cauce’s request, a task force examined the Carnegie Community Engagement classification framework and its alignment with efforts on the UW Seattle campus. Community engagement is woven into the fabric of our DNA, and the Task Force agreed that we should apply for the 2020 classification. At the same time, people and programs across campus are engaging in conversations around how we can build on individual community engagement efforts in ethical, equitable and impactful ways. In this way, the pursuit of the Carnegie classification is both a means and an end.

Carnegie provides a means of becoming more intentional and systematic as an institution about how we develop effective and equitable community engagement infrastructure in alignment with national best practices, including institutional partnership strategy, faculty rewards, curricular integration, and assessment of outcomes for students, faculty, partners, and the institution.

It is an end in that it enables us to become a visible member of a national community made up of institutions that share our commitment to community engagement.

In other words, it is a means to the end of ensuring that we practice what we preach, and that we are consistently reflecting upon and improving our practice in collaboration with a larger community of practice.

HOW IS THE APPLICATION PROCESS BEING ORGANIZED?

The application process is being led by a cross-campus working group, under the advisement of Ed Taylor, Vice Provost and Dean of Undergraduate Academic Affairs; and Thaisa Way, Chair of the Faculty Senate and Director of Urban@UW.

The working group, assembled in early 2018, represents faculty, staff, students, and community partners from all units and with diverse perspectives on our community engagement efforts at UW Seattle. The Working Group will work with Rachel Vaughn, Director of the Carlson Center; Jen Davison, Program Manager for Urban@UW; to steward the application in the following ways:

- **Provide guidance and connection** in uncovering and filtering activities related to community engagement across UW-Seattle.
- **Advise** on processes of assessment, evaluation, and narrative development for the application.
- **Advocate** for both the purpose and the process of the Carnegie Community Engagement Classification over the coming months, increasing investment and participation across units.
- **Develop** a compelling, cohesive, data-driven application telling the story of UW's strategy, impact, and selected examples of community engagement.

HOW DO I STAY INFORMED?

The Working Group will provide periodic updates as outlined in the charge letter. An online presence will be developed shortly. You may always direct any questions about the application process to CCEC2020@uw.edu.
September 1, 2017

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 2017-18 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:

- Remain current on diversity/equity/inclusion matters by receiving external reports from relevant administrators and campus bodies.
  - Including at the unit-level.
- Collect and analyze diversity plans from across campus and evaluate them with emphasis on effectiveness of implementation.
- Actively link university initiatives (i.e. REI) to the work of the council and back to the units.
- 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.

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 on their behalf.

Sincerely,

Thaïsa Way
Chair, Faculty Senate
Professor, Landscape Architecture

/jmb