

University of Washington
Faculty Council on Multicultural Affairs
November 9th, 2017
2:30 – 4:00 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis:

1. Call to order
 2. Review of the minutes from October 12th, 2017
 3. Final 2017-18 charge letter
 4. Faculty Code Chapter 24
 5. Additional items to be considered during the academic year
 6. Good of the order
 7. Adjourn
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1) Call to order

Williams called the meeting to order at 2:35 p.m. Introductions were made for members not present in the first meeting.

2) Review of the minutes from October 12th, 2017

The minutes from October 12th, 2017 were approved as written.

3) Final 2017-18 charge letter

Update and general discussion

Williams noted she crafted a written response for Thaisa Way (Chair, Faculty Senate) based on the discussion in the October FCMA meeting of the 2017-2018 charge letter and how the council would address its charge during the academic year (Exhibit 1). She explained she also consulted with Chad Allen (president's designee) and Rickey Hall (Vice President & Chief Diversity Officer) relating to how the council would give meaning to its charge. She noted FCMA seems well-positioned to continue shine a spotlight on the area between the new UW Diversity Blueprint 2017-2021 and unit-specific diversity plans.

Some discussion revealed there were three workshops held during the last academic year (2016-2017) to support implementation of the Diversity Blueprint (an event open to the UW community). Members discussed the channels through which the events were publicized, and a member recommended the Faculty Senate be levied as a way to disseminate information for future similar events. It was noted implementation procedures of diversity plans in units around campus vary widely, which was the original idea behind FCMA conducting a survey to analyze where units are. It was clarified the Blueprint is university-wide, but all UW units do not have a diversity plan; whereas some units have had a plan for

a long time, other units may have never developed one. A member noted some of the most competitive/popular units around campus lack diversity plans, and finding what is and what is not working in relation to unit diversity plans is a good plan going forward for the FCMA.

Diversity deans in UW units

It was reported that an increasing amount of UW colleges and schools are hiring diversity deans/officers, which will be useful in coordinating related initiatives at the university level and generally in making progress on diversity-related efforts. It was noted the College of Arts and Sciences does not have an “associate dean” for diversity or a similar position. Williams noted an FCMA statement might be useful in highlighting the difficulty in making progress on diversity-related initiatives without a unit-specific diversity officer.

Additional discussion of diversity plans

Williams explained another goal of the council could be to ensure unit diversity plans be made available and accessible online for viewing (i.e. transparent), as not many appear to be available online currently. A published list of diversity plans might also inspire units without a diversity plan to adopt one. Another member recommended that a Class C resolution be developed by FCMA encouraging that all UW units work towards having diversity plans. Allen explained a recently-implemented practice includes college deans being evaluated on their progress on diversity-initiatives by the Provost. It was noted Chief Diversity Officer Rickey Hall will be meeting individually with each college dean to assess progress during 2017-2018.

Departmental chair trainings

It was noted formal training is not offered/mandated for new department chairs upon their appointment at the UW. Allen noted his office, along with Faculty Senate Chair, Thaisa Way, and Vice Provost and Dean of Undergraduate Academic Affairs, Ed Taylor, are collaborating on a diversity training for department chairs. He explained the training received Provost approval last month, and will start to be implemented this week. The training was clarified to be a voluntary program for chairs (not a requirement). Williams noted this work is not of FCMA, but perhaps the council could help make the training a priority for deans and chairs.

4) Faculty Code Chapter 24

Williams explained following the discussion in the previous meeting, she evaluated Chapter 24 (Appointment and Promotion of Faculty Members) of the Faculty Code in an attempt to locate sections/passages where an amendment might be made or there might be special interest. Some discussion surfaced an interest in the subject of having/publishing written unit standards for promotion. A member noted this practice is not mandated at the UW but is at many other universities, and at least one UW unit uses the absence of such a policy as justification to not publish standards for promotion. It was noted it is often women and faculty of color who are most affected by ambiguous promotion standards. There was an idea to consult with the Faculty Senate on if there should be a requirement that units develop clear written promotion and tenure standards.

Williams noted in continuing the analysis of the Faculty Code, specific sections identified to be of interest could be gathered and disseminated to the council before the next meeting. Members were in favor of the idea.

5) Additional items to be considered during the academic year

Williams asked members to consider new ideas for how to improve diversity policy/affairs at the UW. She questioned if members had an interest in evaluating faculty race and gender demographic data via Tableau, a new tool implemented during the 2016-2017 academic year.

A member explained she believes FCMA should be briefed on the status of diversity recruitment at the UW, perhaps by using a “snapshot” from Office of Faculty Advancement or via the data in Tableau. Another member noted it would be interesting to look at demographic data from various time periods to draw comparisons. There was some discussion of recognizing units for exemplary work in recruiting and retaining a diverse faculty.

Members discussed faculty being evaluated annually on merit. There was a question of if there is a diversity metric as part of faculty merit review. Allen explained individual units decide if there is a diversity requirement for merit. Williams noted a section of the Faculty Code intersects with the discussion, which could be later evaluated by the council. There was some discussion of using a standard dossier for faculty promotions, which is a practice at other institutions. A member noted a “diversity statement” can be universally included if an institution uses a standard dossier for promotion.

6) Good of the order

Otanez thanked Williams for her work as chair.

7) Adjourn

Williams adjourned the meeting at 3:58 p.m.

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

Present: **Faculty:** Branden Born, Andrea Otanez, Pietro Paparella, Joseph Rajendran, Brenda Williams (chair)
Ex-officio reps: Louie Tan Vital, Kendra Canton
President’s designee: Chadwick Allen

Absent: **Faculty:** Emily Cilli-Turner, Sadaf Bhutta, Teresa Evans-Campbell, Thomas Lee, Yoriko Kozuki, Joseph Babigumira
Ex-officio reps: Ann Madhavan, Karyn Crow

Exhibits

Exhibit 1 – williamsresponse_chargeletter_2017-18_fall2017

Dear Professor Way,

The Faculty Council on Multicultural Affairs met on October 12, 2017. During that meeting the council reviewed the recommended goals and/or topics for the council's work provided in your letter dated September 1, 2017.

Following discussion of those goals/topics, the Council developed possible avenues and alternative methodologies for implementing the council's work. Below please find the supplemental planning for the work. For ease, the contributions from the council appear italicized and a separate section for new business is added at the end:

- ❖ Remain current on diversity/equity/inclusion matters by receiving external reports from relevant administrators and campus bodies.

FCMA will analyze the implementation of the UW Diversity Blueprint and/or individual diversity plans at the schools and colleges level, to identify successful modes of implementation that can serve as models to other units/schools and to also identify obstacles to implementation.

- ❖ Collect and analyze college-level diversity plans and evaluate them for effectiveness of implementation.

Through surveys, FCMA will identify strategies for successful implementation and barriers that prohibit successful implementation of the UW Diversity Blueprint and/or unit level diversity plans.

- ❖ Actively link university initiatives (i.e. REI) to the work of the council.

This goal works in conjunction with the preceding and the next goal.

- ❖ 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

FCMA will Review the UW OFA best practices materials in conjunction with relevant portions of the Faculty Code, to identify areas of the Code that may be modified to further support efforts to promote best practices in faculty searches.

New Business:

- ❖ *Identify more organic solutions the Council might consider for improving matters of policy relating to the interests of faculty of color at the UW.*

On an ongoing basis, the FCMA will encourage members to bring new ideas and examples of creative solutions to the full council for consideration.

On an ongoing basis, the FCMA will look to support the removal of barriers to diversity goals.

After you have had a chance to review this letter, I will be available to discuss the goals and strategies we will work towards achieving for this academic year.

Sincerely,

Brenda Williams