

**University of Washington
Faculty Council on Multicultural Affairs**

October 10th, 2016

12:30pm – 2pm

Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Welcome and Introductions
 3. Review of the minutes from June 6th, 2016
 4. Council orientation (Burgess)
 5. 2016-2017 charge letter
 6. Review of last year's actions
 7. Adjourn
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1) Call to order (0:00 – 1:30)

Covington called the meeting to order at 12:30 p.m.

2) Welcome and Introductions (0:00 – 1:30)

Members and guests of the council introduced themselves. There were five new faculty members on the council, including: Joseph Rajendran (School of Medicine), Pietro Paparella (UW Bothell – Mathematics), Yoriko Kozuki (School of Nursing), Thomas Lee (School of Business) and chair Bill Covington (School of Law).

3) Review of the minutes from June 6th, 2016 (1:30 – 2:08)

The minutes from June 6th, 2016 were approved as written.

4) Council orientation (Burgess) (2:08 – 12:29) (Exhibit 1)

Burgess (Council Support Analyst) gave an orientation to the council on its function and role within the wider faculty senate, and within the University of Washington. He used a PowerPoint during his presentation (Exhibit 1).

5) 2016-2017 charge letter (12:29 – 49:03) (Exhibit 2)

The council read through its 2016-2016 charge letter forwarded by the faculty senate leadership (Exhibit 2).

The council began discussion by addressing the existing “Strategic Plan for Diversity, Inclusion, Equity and Multiculturalism” (Law School Diversity Plan).

Key points made during discussion:

- ❖ It was noted diversity plans often become tertiary to teaching and research within academic units.
- ❖ It was noted diversity plans take time to have an effect, though they represent a crucial first step in addressing diversity needs.
- ❖ There was an interest expressed for gathering other diversity plans currently in use at the UW. Members recommended consultation with the Office of Minority Affairs in this effort, to see if there is already knowledge/documentation of diversity plans in place at the UW.

Discussion points on reviewing university-wide diversity plans:

- ❖ There was some discussion of the UW Diversity Blueprint in existence via a presidential university taskforce.
- ❖ It was noted the volume of diversity plans that may be returned if a survey is broadcasted may be too high to allow for each of the documents to be comprehensively evaluated.
- ❖ It was noted the work of identifying “best practices” within diversity plans may be a matter of establishing commonalities within diversity plans.
- ❖ A point was raised that the Office of Minority Affairs may have already developed best practices for drafting diversity plans.

The council agreed the Office of Minority Affairs should be consulted with concerning if schools and colleges have been surveyed relating to their diversity plans, as well as asked if the Office has any existing information on known best practices for development of diversity plans. The first bullet of the charge letter was approved by the council after discussion.

The council then moved to discuss item #2 in the charge letter:

- ❖ It was agreed by all present council members that they recommend diversity trainings for all university hiring committees.
- ❖ The council also agreed that “implicit bias” trainings should also always be an element of faculty diversity trainings.
- ❖ The council decided that an electronic vote for the re-endorsement of the Class C resolution on Equity, Access, and Inclusion Trainings for Promotion & Tenure Committees would begin on the day of this meeting, and end on the 24th of October. If the resolution is approved, it is to be added to the November 14th Senate Executive Committee (SEC) agenda.

The council tabled discussion on the third item of the charge letter in order for the materials to be wholly reviewed in advance of the next regularly-scheduled meeting. The items to be reviewed included the Black Lives Matter Class C resolution, and the Class C resolution on Living Wages (both approved by the faculty senate in academic year 2015-2016).

6) Review of last year’s actions ([49:03 – 55:02](#))

The council tabled discussion on two FCWA-focused (Faculty Council on Women in Academia) Class C resolutions, with the intention that that body would meet and discuss them and report back to the FCMA thereafter on any action to be taken. The resolutions in question had the titles of “Resolution Concerning Faculty and Staff Training on the Dynamics of Sexual Assault and Relationship Violence Among Students and How to Support and Refer Students Who Disclose,” as well as “Resolution Concerning Faculty Power to Reform Sexual Assault Resources at UW.”

7) Adjourn ([49:03 – 55:02](#))

Covington adjourned the meeting at 1:35 p.m.

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

Present: **Faculty:** Thomas Lee, Yoriko Kozuki, Pietro Paparella, Bill Covington, Joseph Rajendran

Ex-officio reps: N/A

Guests: Mike Townsend

Absent: **Faculty:** Joseph Babigumira, Rachel Chapman, Jim Gregory, Delphine Yung, Sadaf Bhutta, Teresa Evans-Campbell

Ex-officio reps: N/A

President’s designee: Chadwick Allen

Exhibits

Exhibit 1 – Orientation to university faculty councils.pdf

Exhibit 2 – fcma_chargeletter_2016-17.doc

Orientation to university faculty councils

JOEY BURGESS, UW FACULTY SENATE OFFICE

Welcome to the Faculty Senate

- ❖ Zoe Barsness, Faculty Senate Chair
- ❖ Thaisa Way, Faculty Senate Vice Chair
- ❖ Paul Hopkins, Chair, Senate Committee on Planning and Budgeting
- ❖ Mike Townsend, Secretary of the Faculty
- ❖ JoAnn Taricani, Faculty Legislative Representative
- ❖ George Sandison, Deputy Faculty Legislative Representative
- ❖ Nancy Bradshaw, Assistant to the Chair
- ❖ Jordan Smith, Assistant to the Secretary
- ❖ Joey Burgess, Council Support Analyst

Faculty councils

- ❖ Address issues of the faculty as a whole for the general welfare of the university
- ❖ Standing committees appointed by the Senate Executive Committee and confirmed by the Faculty Senate
- ❖ Advise both the provost and the Senate Executive Committee on issues of faculty and university concerns
- ❖ Roles include:
 - ❖ Prepare legislation and resolutions to the Senate Executive Committee
 - ❖ Submit reports to the senate chair
 - ❖ Receive and make recommendations on behalf of university faculty
 - ❖ Request information/assistance and appoints ad hoc committees to address university concerns
 - ❖ Receive reports from university administrators and provides recommendations/feedback
 - ❖ Represent faculty through service on university-wide committees

Faculty councils and subcommittees

- ❖ Academic standards
 - ❖ Admissions and programs (SCAP)
 - ❖ Admissions and graduations
 - ❖ Honors
- ❖ Benefits and retirement
- ❖ Faculty affairs
- ❖ Multicultural affairs
- ❖ Research
 - ❖ Classified/restricted research
- ❖ Student affairs
- ❖ Teaching and learning
 - ❖ Tri-campus policy
 - ❖ Tri-campus review
 - ❖ University facilities and services
 - ❖ University libraries
 - ❖ Women in academia

Council membership

- ❖ Voting members of the university faculty (3-year terms)
 - ❖ Appointed by the Senate Executive Committee
- ❖ President's designees (1-year terms)
 - ❖ Appointed by the president
- ❖ Ex officio members (1-year terms)
 - ❖ Associated Students of the University of Washington (ASUW)
 - ❖ Graduate and Professional Student Senate (GPSS)
 - ❖ Association of Librarians of the University of Washington (ALUW)
 - ❖ Professional Staff Organization (PSO)

Faculty council chairs

- ❖ Provide leadership of council activities and meetings
- ❖ Represent university faculty and their concerns to stakeholders across UW
- ❖ Work closely with Faculty Senate leadership to pass legislation/resolutions
- ❖ Work with other council chairs on issues that impact multiple stakeholder groups
- ❖ Serve as ex officio voting members of the Faculty Senate

Meetings

- ❖ Meetings last 1.5 hours
- ❖ Quorum is 50% of all voting members
- ❖ When quorum is met councils can take official actions (approve minutes/legislation/etc.)
- ❖ When quorum is not met councils can still meet, but not take official action on agenda items
- ❖ Please raise your hand if your name is: (you are a voting member)

Google drive

- ❖ Used to host council meeting materials and facilitate council collaboration
- ❖ No securities on folders, all are accessible via a hyperlink sent in meeting announcements

Senate legislative process – class A

- ❖ “All changes to the Faculty Code”
- ❖ Begins with a faculty council
- ❖ Approved by the Senate Executive Committee (1st round)
- ❖ Approved by the Senate (1st round)
- ❖ Reviewed by the code cops and the president
- ❖ Approved by the Senate Executive Committee (2nd round)
- ❖ Approved by the Senate (2nd round)
- ❖ Approved by a full faculty vote
- ❖ Approved by the president

Senate legislative process – class A

- ❖ Professor of Practice
- ❖ Updates to the Faculty Code
- ❖ Academic Freedom and Responsibility
- ❖ Modifying Procedures and Promotions

Senate legislative process – class B

- ❖ “Legislation that is not class A”
- ❖ Begins with a faculty council
- ❖ Approved by the Senate Executive Committee
- ❖ Approved by the Senate
- ❖ Approved by the president
- ❖ Legislation is sent to the full faculty for feedback
- ❖ If less than 5% of voting members object, the legislation is approved
- ❖ If 5% or more object, the legislation returns to the senate to consider feedback

Senate legislative process – class B

- ❖ Updates to Scholastic Regulations Chapters 101-117
- ❖ Revisions of Scholastic Regulations to create a diversity graduation requirement for undergraduates.
- ❖ Revisions related to Scholastic Regulations.
- ❖ Procedures related to Honorary Degrees.

Senate legislative process – class C

- ❖ Senate resolutions, not legislation
- ❖ Begins with a faculty council
- ❖ Approved by the Senate Executive Committee
- ❖ Approved by the Faculty Senate
- ❖ Announced to the entire voting faculty
- ❖ Non-binding; therefore used sparingly to support specific policy actions or garner awareness on exceptional issues
- ❖ Alternatives to Class C's:
 - ❖ Collaborating with other councils
 - ❖ Consulting with Senate Leadership to find the most effective way to address the issue

Senate legislative process – class C

- ❖ Resolution Concerning Transgender Coverage
- ❖ Resolution Concerning University of Washington International & English Language Programs Extension Lecturers
- ❖ Resolution Addressing Faculty Demographic Concerns
- ❖ Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy
- ❖ Resolution Concerning the Provost Search Process
- ❖ Resolution Concerning the Faculty Fund for Library Excellence

September 16, 2016

Bill Covington
Chair, Faculty Council on Multicultural Affairs

Dear Professor Covington:

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 3 specific goals that can be accomplished by the end of the 2016-17 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:

- Review the previously drafted “Law School Diversity Plan” (created in 2015-2016). Survey other UW schools, colleges, and campuses to see which among them have an active diversity plan in place, and review any existing plans. Identify best practices that might be shared among schools, colleges, and campuses. Develop a diversity plan template using these resources that may be adopted/adapted by departments, schools, colleges, or campuses around the university.
- Continue work on equity, access, and inclusion training in faculty career processes and procedures.
 - ❖ Review status of implementation of “Requiring Equity, Access, and Inclusion Training for Hiring Committees.”
 - ❖ Bring council-approved Class C resolution on Requiring Equity, Access and Inclusion Training for Faculty Promotion and Tenure Committees to the SEC in fall of 2016.
- Coordinate with Presidential Race and Equity Initiative Steering Committee via a FCMA designee or representative on the committee.
 - ❖ Follow up on Black Lives Matter Class C Resolution (approved 2016) and Class C Resolution on Living Wages (approved 2016).
 - ❖ Work to identify metrics that might be shared with schools, colleges, and campuses to facilitate assessment of progress on resolution goals and objectives.

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,

Zoe Barsness
Faculty Senate Chair
Associate Professor of Business

/jmb