

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
Joint Meeting
February 10, 2014, 12:30 pm – 1:30 pm
Gerberding 26

Meeting Synopsis

1. Call to Order
 2. Introductions of Members
 3. Discuss and Set Joint Priorities
 4. Review of FCMA Minutes from January 29, 2014
 5. Good of the Order
 6. Adjournment
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1. Call to Order

The meeting was called to order by Chair Rubio at 12:30 p.m.

2. Introductions of Members

Members from FCMA and FCWA introduced themselves.

3. Discuss and Set Joint Priorities

Marcia Killien (Secretary of the Faculty) sat in for Jack Lee (Chair of the Faculty Senate) to discuss the priorities of the joint meetings between the Faculty Council on Multicultural Affairs (FCMA) and the Faculty Council on Women in Academia (FCWA). Killien discussed the charge letter sent out by Lee to address some of the common issues that FCMA and FCWA have been dealing with over the last few years. It has become clear that the councils have been working on very similar issues, such as the recent Class C resolution dealing with faculty demographics. Killien explained that since a Class C resolution acts as a position statement of the Faculty Senate, and not necessarily a document requiring action, Jack Lee is asking the councils to take the next step. For example, Jack Lee's charge letter outlines some specific issues to address in the next coming months which have been met with enthusiasm from both councils. Killien is aware that the charge is broad and FCMA/FCWA may want to set its priorities for the next few months.

Rubio reported that FCMA met a few weeks ago and discussed the charge letter and the Class C resolution. Since that meeting Rubio was informed that the Provost will report on the Class C resolution at an upcoming Faculty Senate meeting to address the efforts the university is taking to improve diversity within faculty ranks. Rubio stressed that both councils have been collecting lots of data and future discussions should address actionable steps to improve diversity at UW. The council could continue to request more data across campus but this is an opportunity to push UW into becoming a more inclusive institution. Rubio discussed the role of mentoring at UW and the difficulty in developing an institutional mentorship program across campus. In the past UW has realized that offering official

mentorship programs to faculty creates liability, like in the case when faculty are not being selected for tenure who underwent a tutoring program.

Harris discussed a recent initiative to enroll UW into the National Center for Faculty Development and Diversity which is a national program providing workshops and mentoring programs to promote diversity in higher education. Harris explained that other peer institutions are enrolled including Stanford, University of Oregon and the University of California system. Harris explained that this initiative first came out of the Wired Women organization on campus and she spoke with Luis Fraga about UW's possible participation in the program.

Discussion ensued. The mentorship program would be a great investment for UW but it should not absolve the university from its commitment to diversity. Instead, participation in the program should be seen as enhancing UW's efforts in promoting diversity amongst faculty. Harris clarified that participation in the program also impacts graduate students and staff.

Harris asked FCMA/FCWA if they are willing to write a joint letter of support to Jack Lee and the administration to support UW's participation in the National Center for Faculty Development and Diversity. Institutional membership costs \$20,000/year which will allow UW to send faculty to workshops and receive professional development training. Additional benefits include:

- Weekly Monday Motivator email
- Monthly core training
- Monthly guest articles discussing upcoming workshops
- Private discussion forums
- Buddy Match
- Writing challenges
- Discount for individual memberships for participating in workshops

A comment was raised stressing the importance of securing long-term funding for the institutional membership. A question was raised asking about individual fees. Some institutions will pick up the costs of individual membership fees but it costs a lot of money. While the institutional membership provides a discounted rate for individuals it is up to the dean of the department to pay for the training.

Killien asked if there was a timeline for the two councils to finalize a letter of support. Harris explained there is really no deadline but her group will move forward with or without FCMA/FCWA. Harris explained that her group would like UW to become an institutional member by next academic year. A question was raised about how the monetary request would be budgeted. Rubio will follow up with Jack Lee for clarification. Discussion ensued about departmental policy and the ability of deans to fund personal memberships for the training programs.

Killien stated it would be good to think about how to package the priorities in Jack Lee's charge letter and identify individuals to spearhead initiatives. Killien also commented that Luis Fraga will be making a presentation to the Board of Regents on recent diversity efforts on campus. Killien suggested the council review the full range of activities and how the National Center for Faculty Development and Diversity fits into more organized strategies across various groups of UW to promote the advancement of diversity.

A comment was made that the councils should make sure that faculty can participate regardless if the dean or department chair is successful in obtaining funding for mentorship training. Discussion ensued. Harris clarified that the National Center for Faculty Development and Diversity views UW as three separate campuses so the initial request would only be for UW-Seattle. Rubio explained he will continue the discussion with Harris and commented that FCMA/FCWA should develop a plan to determine if participation is helpful for UW faculty. For example, the council would want to determine what metrics to measure in order to track outcomes. A comment was raised that UW should be asking those questions as well.

A question was raised asking about faculty leadership's timeline for the joint meetings and the expected results from FCMA/FCWA collaborating on diversity issues. Killien explained that from conversations with Jack Lee he is providing suggestions for the councils to move on issues that are important to faculty. Killien explained that it is up to FCMA/FCWA to determine a reasonable set of goals and priorities that can be accomplished in the long and short term. A comment was raised that FCMA/FCWA could talk endlessly about the problems but this is an opportunity to provide specific recommendations in particular areas. Killien reiterated that there are issues that faculty need to move on and faculty leadership are turning to FCMA/FCWA to prioritize the issues and make recommendations. Since FCMA/FCWA have been working on these issues for such a long time the councils have the experience to accomplish these objectives. Killien added that another recommendation could suggest that FCMA/FCWA continue working together in the future if these joint efforts are successful. At this time the intent is to continue these joint meetings through the rest of the academic year.

Discussion ensued. A question was raised asking the reason for the low proportion of women and minorities of color within faculty ranks. Specifically, there is a large drop-off of women and minorities at the full-professor rank. The data is available but there is no casual explanation for this trend. In past discussion Luis Fraga mentioned that UW does not ask the "why" question, such as exit interviews. A comment was raised that FCWA has been requesting this information and expressed surprise that there has been no response from the university. A comment was raised that instead of reinventing the wheel this joint FCMA/FCWA group can keep the university accountable for these trends by requesting the Provost's report on diversity.

Killien encouraged FCMA/FCWA to identify the problems which the councils can resolve in the near future. For example, FCMA/FCWA could provide recommendations about the importance of exit interviews when faculty members leave the university. All of the tasks are important and it is up to FCMA/FCWA members to figure out how to organize and achieve their objectives. Additionally, it is important to identify objectives that will have longer time limits which have a longer history with the councils.

A comment was made that it is important to hold department chairs and deans responsible for the recruiting and retention of women and minorities amongst faculty ranks. This could be done by requiring them to report back to FCMA/FCWA about efforts to increase diversity within their departments. Discussion ensued. A comment was made that these steps are already being done in different branches of the university and stressed the importance of incorporating these efforts universally across the entire campus. A comment was raised that diversity could be a focus of a dean's standard review process which would allow the university to hold deans accountable.

A comment was raised that Jack Lee should discuss with FCMA/FCWA the level of power members have in affecting change across campus. A suggestion was made that UW should come up with universal

policies on diversity advancement and FCMA/FCWA could play the role at watchdog to keep the university accountable. A comment was made that FCMA/FCWA are not responsible for solving all the problems at UW, but rather work as a body of faculty to ensure UW is going in the right direction. Discussion ensued about reaching critical mass. A comment was raised that without critical mass it will be difficult to create a culture shift and concern was raised that providing individual mentorship opportunities will not create a large impact across the whole university.

A suggestion was made to invite Jack Lee to the next joint FCMA/FCWA meeting to discuss reducing the scope of the charge letter, make his expectations clear and identify the roles and responsibilities for FCMA/FCWA. Rubio will distribute the draft FCMA/FCWA action plan for feedback and discuss with Jack Lee about the concerns discussed today. Rubio will also follow up on exit interviews and why they are not being conducted. Rubio reminded members that the Provost will be discussing faculty diversity at an upcoming Faculty Senate meeting in response to the Class C resolution.

4. Review of FCMA Minutes from January 29, 2014

Court noted that the meeting has a quorum of FCMA members. The FCMA minutes from January 29, 2014 were approved as written.

5. Good of the Order

A comment was raised that the charge letter sent by Jack Lee is overwhelming and asked that he refine his expectations when he meets with the councils at a future meeting.

Rubio stated that FCMA/FCWA is fully supportive of Harris' letter of recommendation and will likely address it at the following meeting. Since there is no specific deadline there is no pressure to determine next steps at this moment.

6. Adjournment

The meeting was adjourned by Chair Rubio at 1:30 p.m.

Minutes by Grayson Court, Faculty Council Support Analyst, gcourt@uw.edu

Present: **Faculty:** Rubio (Chair). FCMA: Babigumira, Barria-Roman, Chapman, Harris. FCWA: Anzai, Cooke, Evans, Fialkow, Mescher
 Ex Officio: Lobo, Devine, Jennerich, Mehravari
 Guest: Sutapa Basu (Director for the Women's Center)

Absent: **Faculty:** Carothers, Ginorio, Willgerodt, Fisher (sabbatical)
 Ex Officio: Ruffin, Agee
 President's Designee: Fraga