

University of Washington  
Faculty Council on Multicultural Affairs  
Faculty Council on Women in Academia  
Joint Meeting  
June 9, 2014, 12:30 pm – 1:30 pm  
Gerberding 36

**Meeting Synopsis**

1. Call to Order
2. Approval of the Minutes from February 10th, March 10th, April 14th and May 12th
3. Report from Chair of the Faculty Senate
4. Letter to Retain/Enhance the Position of the Associate Vice Provost for Faculty Advancement
5. Implementation of the Undergraduate Diversity Graduation Requirement
6. Possible Senate Resolution Requiring Diversity Training for Search and Tenure Review Committees
7. Letter in Support of Access to Faculty Demographic Data
8. Good of the Order
9. Adjournment

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**1. Call to Order**

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

**2. Review of the Minutes from February 10<sup>th</sup>, March 10<sup>th</sup>, April 14<sup>th</sup>, and May 12<sup>th</sup>**

The minutes from February 10th, March 10th, April 14th, and May 12th were not approved due to lack of quorum.

**3. Report from Chair of the Faculty Senate**

Jack Lee (Chair of the Faculty Senate) was present to discuss his role next year as chair of the Senate Committee on Planning and Budget (SCPB). Lee explained that as immediate past-chair of the Senate he automatically takes the position as chair of SCPB. The role of SCPB is to consult with the administration on all aspect of planning and budgeting around UW. Lee explained SCPB does not have decision-making power and is not an open meeting. Rather, SCPB acts as an advisory committee to the Provost which allows for more conversation on sensitive budgeting and planning issues. SCPB addresses a variety of issues, such as Provost reinvestment funds, activity-based budgeting and the 2015 state biennial budget.

Lee reported on recent issues related to FCMA/FCWA including faculty salary policy, faculty demographics at UW, capital funding issues, athletic funding.

**4. Letter to Retain/Enhance the Position of the Associate Vice Provost for Faculty Advancement**

Rubio reported that Fraga will be leaving UW and moving to Notre Dame. There is no certainty on his replacement and FCMA/FCWA may want to press the administration to keep his position and find a replacement. A suggestion was raised to write a letter requesting the position remain intact and

increase the level of power at UW. A suggestion was raised to write a letter alongside another UW group so the Provost can see there is support for this across campus. Lee explained that the letter should be sent to the Provost. Discussion ensued about the recent hire of a Chief Diversity Officer in the School of Medicine and how to bridge that position with Fraga's old position.

## **5. Implementation of the Undergraduate Diversity Graduation Requirement**

Lee discussed the recent issues surrounding the implementation of the undergraduate diversity graduation requirement. The regulation was created by the Faculty Council on Academic Standards (FCAS) last year requiring students to take a class addressing "diversity" in order to graduate. Each college and school may propose courses that cover this requirement. Lee explained the College of Arts and Sciences was planned to be the largest provider for these courses. However, when schools and colleges submitted their courses for review (a total of 800) only 100 were approved. Lee explained this occurred because the task force assigned to interpret the requirement only reviewed the title of each course during its first round of review. Lee noted that the task force will conduct a second round shortly and review courses in more detail to determine which ones meet the criteria as described in the regulations. Lee hopes that approximately 300 courses will have been approved by the beginning of Fall Quarter 2014 when the regulations go into effect.

## **6. Possible Senate Resolution Requiring Diversity Training for Search and Tenure Review Committees**

Members discussed the recent initiatives to increase diversity awareness across UW. Chapman reported on a recent subcommittee she is sitting on alongside Fraga and Joyce Young covering issues surrounding diversity. Chapman reported on a recent pilot program that trains search committee about biases in hiring. Fraga initially proposed this program to the Provost who asked him to first pilot the training program before implementation. Chapman explained there is also a separate initiative in addition to Fraga's pilot program that has been offering training films for over 5 years. Chapman stressed the importance of combining the two efforts. Members discussed possible actions that can be taken to ensure UW does not miss out on this opportunity.

A suggestion was raised to submit a Class C resolution to raise operational capacity to provide diversity training for search committees and tenure review committees. Members discussed recent legislation surrounding faculty diversity including Class A legislation addressing promotion/tenure, Class B legislation addressing undergraduate diversity graduation requirements, and a Class C resolution urging departments to take into account diversity hiring. A comment was raised that the Provost is concerned that mandating diversity training would appear overreaching if it was presented by the administration. However, if a faculty resolution requests this training it would appear more appealing to the faculty body. Members discussed the many advantages of requiring diversity training for search committees across UW. Chapman volunteered to continue her work on the subcommittee.

Members discussed the timing of submitting a Class C resolution. Lee explained that in order to get on the Senate Executive Committee (SEC) agenda it needs to be submitted in early October. Chapman volunteered to draft a resolution. Members agreed to draft the resolution by the end of June, approve the resolution via email ballot in early July, and submit the resolution to the Senate office to be placed on the October SEC agenda.

## **7. Letter in Support of Access to Faculty Demographic Data**

Members discussed whether to draft a Senate resolution requesting this data or write a letter to the Provost requesting this information. A suggestion was raised to invite recently-retired Angela Ginorio to assist with drafting a resolution or a letter. Members discussed whether to meet over the summer or coordinate via email. A suggestion was raised to first draft a letter to the Provost, and if that does not elicit enough feedback, draft legislation. Lobo volunteered to draft a letter requesting access to faculty demographic data. A comment was made to pull out language from a recent initiative within the UW Medical Center.

## 8. Good of the Order

Court explained that with Fraga leaving FCMA/FCWA should identify a new President's designee that could possibly serve on the council. Each year the Secretary of the Faculty recommends possible candidates to serve on each university faculty council which are ultimately chosen by the President's office. The Secretary's recommendations are based on the demands and needs of each council and this is an opportunity to identify a new representative that can be effective at working closely with FCMA/FCWA, such as Sheila Lange (Vice President for Minority Affairs/Vice Provost for Diversity).

## 9. Adjournment

The meeting was adjourned by Chair Rubio at 1:45 p.m.

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

Present:       **Faculty:**  
                  Chair – Rubio  
                  FCMA – Chapman  
                  FCWA – Anzai, Mescher  
                  **Ex Officio:** Lobo, Kim, Mehravari  
                  **Guest:** Jack Lee (Chair of the Faculty Senate)

Absent:         **Faculty:**  
                  FCMA – Babigumira, Barria-Roman, Carothers, Willgerodt  
                  FCWA – Cooke, Evans, Fialkow  
                  **Ex Officio:** Agee, Jennerich  
                  **President's Designee:** Fraga