

**UNIVERSITY OF WASHINGTON
SPECIAL COMMITTEE ON MINORITY FACULTY AFFAIRS**

The Special Committee on Minority Faculty Affairs met on **October 29, 2004** at 10:30 a.m. Chair Brian Fabien called the meeting to order at 10:32.

Synopsis

1. Introductions, announcements, minutes
2. 2003-2004 UW Special Report for Diversity Assessment (discussion)
3. SCMFA goals for 2004-2005 academic year

Introductions, announcements, minutes

Council members introduced themselves. The minutes of the last meeting were approved.

Fabien asked for a volunteer to represent him at Senate Executive Committee (SEC), Senate and possibly the Faculty Affairs Council. Council members should consider this and let him know.

SEC has met twice this academic year, a formal meeting 10/24 and a lunch. Topics under discussion include performance contracts mandated by the state legislature for the University. The rationale is that the legislature will reward the University with funding, in exchange for good work. However, this is not binding on the legislature. Faculty are concerned that these University-wide metrics will eventually be used to judge promotion and tenure or could lead to timecards, etc. In addition, the evidence from other states that have gone this route indicates that positive performance results do not necessarily lead to the improved funding that is expected.

SEC budget planning is on hold, waiting for the election results of I-884 (Education Trust Fund) and the change in the governorship.

Everyone is encouraged to attend the President's reception for Minority Faculty November 2, 5-7 p.m., at the Faculty Club.

2003-2004 UW Special Report for Diversity Assessment

Helen Remick presented the Diversity Assessment Report her office prepares and helped to interpret diversity data that appears on EOO Website. Information is displayed in a variety of ways but basically shows the present ethnic makeup of the UW, and what the makeup is expected to be. These reporting forms are Federally-mandated and represent 30 years of reporting at the UW.

Sampling is done based on the availability of faculty in the different disciplines – the percentages of minority faculty at the UW should correspond to the percentage of degrees conferred upon the respective minorities as a whole. In medicine, these are broad categories that do not represent specialties.

Remick's office recalculates numbers once each decade when new census data is received. This decennial update is now in process. Remick said that, in general, the UW is doing OK on these numbers but the results are not exceptional. The UW falls somewhere in the middle compared to other schools – a little better on average for Hispanics, not as well for African-Americans. The numbers of American Indians are very small. The issue of available professors is a pipeline issue that goes back as far as Head Start programs, and the outlook can be extremely depressing.

One important issue for SCMFA is where to expend energy to retain existing faculty and to make sure they are successful in achieving promotion and tenure. What will the Special Committee's major focus be in this effort? Remick said that about 60% of minority faculty are promoted, about 30% leave for

unknown reasons, and 10% are denied tenure. This is about the same ratio as other faculty. However, Asian faculty from other cultures appear to be denied tenure at disproportional rates. This may indicate some misunderstandings arising from cultural expectations. Some schools always give tenure, some never do, but the reasons for this are not at all clear.

Fabien said this reinforces his concerns about retention and mentoring – this is one area where SCMFA could have some impact. The UW did mandate mentoring at one time, but was sued in a P&T case because of inadequate mentoring and has backed off this approach as an institution. Some schools and colleges are trying to develop ad hoc mentoring programs, and are encouraging informal mentoring.

Gabriel Gallardo reported on the UW Diversity Appraisal now underway. He has 150 diversity reports in hand, which will be synopsised by November 6 and put online by the end of November. This report will show the diversity climate for faculty and staff, including not only race and gender, but also class, GBLT, indigenous and disability status. This is envisioned to lead to an institution-wide strategy for promoting women and racial minorities and addressing promotion and tenure issues. Climate is not talked about much, but is a critical issue.

The report will run to about 100 pages and will include best practices and recommendations. Gallardo said institutional buy-in has been achieved and asked for SCMFA's support in pushing for the report's implementation.

SCMFA goals for 2004-2005 academic year

After further discussion, it was decided that SCMFA will work to accomplish three goals during the 2004-2005 academic year:

- SCMFA will meet with President Emmert and ask tough questions. Between now and Spring Quarter, part of the work of the Committee will be to prepare these questions.
- SCMFA will devote its first meeting of Winter Quarter to a session on diversity appraisal, led by Gallardo and Remick.
- SCMFA will write legislation for the Faculty Senate on having a formal mentoring program.

For the mentoring item, it may be useful to have a presentation by ADVANCE, who have done a lot of work on mentoring. This work may also include interviews with faculty who have left, as well as arriving at a definition of what mentoring really means. Attention should also be given to ways to make people accountable, and to the differences in mentoring needs between native-born and international minorities. Creative use of existing programs such as Faculty Fellows and the Faculty Development Workshop should not be overlooked.

The meeting was adjourned at 11:56. *Minutes by Linda Fullerton, Recorder.*

PRESENT: *Professors:* Cardenas, Fabien, H. Huang, Kozuki, Lin, Tokuno, Centurion-Lara
ex officio: Lillard, Gallardo, Remick,, del Rosario (for Butler)

ABSENT: *Professors* Colonnese, Lincoln, Yang, Yue-Hashimoto *ex officio:* Vaughn, Butler