

University Of Washington
Faculty Council on Multicultural Affairs
3:30 p.m. – 5:00 p.m., October 26, 2011
36 Gerberding Hall

Meeting Synopsis:

- 1) Call to Order
 - 2) Introductions
 - 3) FCMA Ex-Officio Voting Rights
 - 4) 2011 - 2012 FCMA Issues Overview, Discussion and Prioritization
 - 5) Adjournment
-

1. Call to Order

The meeting was called to order by Chair David Takeuchi at 3:36 p.m.

2. Introductions

Chair Takeuchi led introductions amongst members, and welcomed them to the first meeting of the 2011 – 2012 academic year of the Faculty Council on Multicultural Affairs.

3. Faculty Council on Multicultural Affairs (FCMA) Ex-Officio Voting Rights

Faculty Support Analyst Jay Freistadt discussed voting rights for *ex-officio* members of FCMA. Question arose whether *ex-officio* members counted towards quorum, and Freistadt was requested to investigate this and provide this information for the next meeting. Council members contrasted the benefits and drawbacks of granting voting rights to *ex-officio* members, and role of presidential designee on the council.

4. 2011 - 2012 FCMA Issues Overview, Discussion and Prioritization

Takeuchi requested the opinion of council members into what issues to address during this academic year, noting the importance of both larger goals, but items able to be addressed within the year. Five main issues were identified for the council to focus on during the 2011 – 2012 academic year:

a) Diversity language within the Faculty Code

Presidential Designee Luis Fraga has been adding language to reflect a commitment towards diversity within the Faculty Code in merit increases, promotion and tenure, in regards to research, teaching and service contributions. He used language from the University of California system after the anti-Affirmative Action proposition (Proposition 209), as a model and received formal opinion from the UW Attorney General's Office;

b) Support for Diversity Plan

Chief Diversity Officer Sheila Edwards Lange Council presented a university-wide Diversity Plan to the FCMA last year. She is currently meeting with Deans, and Fraga requested to know if the council would consider endorsing or supporting this plan;

c) ASUW Diversity Requirement

Fraga mentioned that the council could either make a formal statement supporting or request for the Faculty Senate to support the proposed undergraduate diversity requirement;

d) Access to Data Regarding Ethnic

Angela Ginorio stated that she is concerned about lack of access to data regarding numbers of ethnic minority faculty have been recently hired or fired by the University, noting that a report by the Faculty Council on Women in Academia's was based on 2006 data. Though former President Mark Emmert had requested for data to be accessible unless prohibited by federal law, Ginorio believes that there is still a problem with access to such data and is interested in determining if there was an impact of the recent hiring freeze on minority professors. Fraga clarified that accessibility was diminished to such data after the university was sued by a faculty member, to provide the University with visibility of who is requesting these data, but his office still has access to the data.

Council members were concerned about the lack of direct accessibility of the data, and additionally were curious about what types of faculty were leaving. The Office of the Vice Provost for Academic Personnel produces annual reports on hires and separations and is available online. There is a hiring freeze exemption committee consisting of Fraga, Cheryl Cameron, Jerry Baldasty, Doug Wadden, Ed Taylor, and Mary Lidstrom, which meets to approve planned hires, though discussion is limited to the position, rather than the individual. Council members debated whether the council should request that the data is available online by the end of the year or not, and lastly whether to forward to the Faculty Senate or not. FCMA should decide whether it wants to push for this reform and could present drafted language for this action to the Senate Executive Committee;

e) Vacancy of Associate Dean in Graduate School, Commitment to GO-MAP

Lauro Flores would like to hear how Deans of different colleges deal with budget cuts, and what plans for diversity within replacements. Flores discussed the shift of dedication from the vacant Associate Dean of the Graduate School away from the Graduate Opportunities and Minority Achievement Program (GO-MAP), which recruits graduate students and towards a more general role. He requested that the Council communicates with Jerry Baldasty to understand current status, and for the Council to officially urge this position to be quickly filled and the new Associate Dean reserve a significant portion of time be spent on recruiting ethnic minority graduate students. Ginorio emphasized the importance of GO-MAP, and seconded that this issue be addressed. Takeuchi requested to table this subject until November, and that he would address both the vacancy and the amount of time dedicated to GO-MAP in this role with Baldasty between meetings.

The Council members strategized the five different categories in the interest of the length of the process, as seen below:

Short Term	Long Term
Access to data on diversity	Diversity Language in Faculty Code
Diversity Plan	Analyses of impact of hiring freeze on faculty diversity / merit increases
Diversity Requirement	

Consensus was that the priority for the long term would be adding diversity language into the Faculty Code. Fraga additionally mentioned that a formal FCMA statement of support for the Diversity Plan would be taken seriously by the Deans. It was resolved that prior to November meeting, Fraga will provide the language, and the framework for the Diversity Plan. Takeushi will send Baldasty a note regarding the hiring of the Associate Dean and dedication to GO-MAP. Should the Associate Dean be hired prior to the next FCMA meeting, Ginorio requested for the Council to draft communication emphasizing the need for dedication to GO-MAP. Freistadt will clarify the process for proposing Class A legislature, with Secretary of Faculty Marcia Killien.

Fraga handed out documentation with the proposal of language and justifications for altering the Faculty Code in Faculty Appointment and Promotion, how proposed modifications to the Faculty Code would look, the University of California’s language and lastly a memorandum from the Attorney General’s Office.

5. Adjournment

Chair Takeuchi adjourned the meeting at 4:58 p.m.

Minutes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu

Present: **Faculty:** Takeuchi (Chair), Flores, Ginorio, Reyes, Barría, Willgerodt
President’s Designee: Fraga
Ex-Officio Reps: Lobo
Guests:

Absent: **Faculty:** Yang
Ex Officio Rep: Lillard