

University Of Washington
Faculty Council on Multicultural Affairs
3:30 p.m. – 5:00 p.m., October 24, 2012
36 Gerberding Hall

Meeting Synopsis:

- 1) Call to Order
 - 2) Welcome and Introductions
 - 3) Approval of Minutes from February 22nd and May 23rd FCMA meetings
 - 4) Continuation from academic year 2011-2012:
 - a. Student Diversity Requirement
 - 5) New FCMA issues for the year
 - 6) Reports (from chair, ex officio, etc.)
 - 7) Adjourn
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1. Call to Order

The meeting was called to order by Chair Angela Ginorio at 3:37 p.m.

2. Welcome and Introductions

Members introduced themselves.

3. Approval of Minutes from February 22nd and May 23rd FCMA meetings

Minutes from this meeting were deferred due to lack of quorum.

4. Continuation from academic year 2011-2012:

a. Student Diversity Requirement

Ginorio provided an overview of meetings regarding the Student Diversity Requirement. A meeting had taken place the day prior, between Faculty Senate Chair Jim Gregory, Secretary of the Faculty Marcia Killien, Ginorio, Chair of FCAS George Dillon and Michael Kutz from ASUW. This meeting was to establish expectations for this group. Students hope to have a revised draft ready by the middle of November, and send to the Subcommittee and FCMA. This task force is student led, despite participation by Council members. In principal, FCMA expressed support for this requirement. Efforts are being taken to draft legislation, and perform outreach in anticipation of a faculty-wide vote.

Past concerns and the history of past proposals are being investigated by FCAS Chair George Dillon, in addition to the passing of the diversity minor. Concerns were characterized as:

- a) Need to allow for transfer students to be able to meet this requirement,
- b) Better definition of diversity, beyond the terms used within the Diversity Minor,
- c) Implications of funding due to the Activity Based Budgeting model, as social sciences courses would gain more students taking courses.

The Student Diversity Coalition, which had sponsored the original ASUW Legislation, had a bitter experience when meeting with the Subcommittee on Requirements and Graduation. Faculty Senate Vice Chair Jack Lee was present during an FCAS meeting, and characterized that FCAS members were mostly

positively on the intent behind the requirement. FCAS wanted to pose “hard questions” to students in order to increase the possibilities of success for the proposal.

Associate Vice Provost for Faculty Advancement Luis Fraga emphasized that Faculty Senate leadership has made it clear that it will be addressing diversity as a priority for this year. There is also a Provost’s Committee, headed by Ed Taylor, Dean and Vice Provost for Undergraduate Academic Affairs and Betty Schmitz, Director of the Center for Curriculum Transformation, to gather relevant information on what is already taught across departments to formally acknowledge instruction of diversity on campus, to inform faculty on this once the proposal for the requirement is finalized.

It was estimated that 35% of students would meet these requirements, if the proposal proceeded as written. Concerns had been raised by faculty who teach on diversity, that the proposal would increase numbers of disinterested students in classes, which may affect junior faculty if they get lower ratings from such students. Curiosity was expressed on how last year’s successful motion to add diversity language into promotion and tenure requirements is being implemented across campus, and its success was considered to be greatly due to campaigning efforts.

5. New FCMA issues for the year

Council members drafted a list of initiatives for FCMA to focus on during this year:

- a) Promotion of minority faculty and women at the full professor level within the UW, as Assistant and Associate level are particularly dismaying on minority faculty
- b) Online Degree Completion Initiative
- c) Discuss the impacts of the student diversity requirement: if certain faculty or departments may be at a disadvantage, impacts on course analyses and otherwise
- d) Review statistics and experience of graduate students of color in professional students and graduate school. Gino Eisenberg will present finding from interviews in either January or February meetings. Do particular colleges have worse experiences within these students? Has there been a change or transition in GO-MAP? Are researchers of diversity issues being laid off?
- e) FCWA Faculty Mentoring memos
- f) Address the lack of public access to information on faculty demographics. Data had been promised to be public, but still requires a formal request to gain access, with the rationale that this protected the University from lawsuits. Ginorio informed of an agreement with the Emmert administration to make this data public again. Lee requested to be sent past history, as he serves on the Faculty Salary Policy group, also had difficulty in obtaining these numbers.
- g) Salary differences for minority faculty

6. Reports (from chair, ex officio, etc.)

Faculty Senate Chair Jim Gregory is seeking to emphasize the improving women and minority numbers in the higher ranks of faculty and address the declining percentage of tenured/tenure track faculty. Another important issue is the Online Degree Completion Initiative, and Lee informed that many different bodies are examining this to ensure that the degree program is high quality and does not undermine the university. He mentioned that this initiative may be of this Council’s interest, as it deals with access to university degrees for many non-traditional students.

Luis Fraga discussed two items:

a) Recruitment of diverse faculty

The Office of Advancement has received \$300,000 from the Provost per year to improve recruitment of diverse faculty. Fraga has drafted a memorandum to Deans on how these monies can be used. \$100,000 will be committed to change “junior” searches to “senior” searches. An additional \$200,000 will be used to supplement offers for junior level hires, though this will be temporary. These initiatives will focus on contribution to diversity goals by emphasizing faculty who research and teach on diversity rather than being about ethnicity, due to restrictions of I-200. He is currently waiting for a response from the Vice Provost for Academic Personnel, which has been delayed, to begin to disburse these funds. Fraga offered to provide updates to FCMA.

b) Briefing of Search Committee members

The Office of Advancement is also developing a proposal to have a provostial imposed requirement for one member, if not the chair of each search committee at UW to attend training on faculty recruitment, which is currently voluntary. He noted that UCLA and the University of Michigan use similar models, and he is gathering data on this. Training would be two, three-hour sessions to certify individuals for 2-3 years. There are many ways to proceed with such trainings and Advancement is currently investigating peer experiences.

7. Adjourn

The meeting was adjourned by Chair Ginorio at 4:47 p.m.

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

Present: **Faculty:** Ginorio (Chair), Rubio, Chapman, Reyes
 President’s Designee: Fraga
 Ex-Officio Reps: Lobo
 Guests: Jack Lee

Absent: **Faculty:** Takeuchi (Sabbatical), Yang, Flores, Harris, Barria, Wilgerodt
 Ex-Officio Reps: Lillard, Rodriguez