

University of Washington
Faculty Council on Multicultural Affairs
October 23, 2013, 3:30 pm – 5:00 pm
Gerberding 36

Meeting Synopsis

1. Call to Order
 2. Introductions
 3. Update on Student Diversity Requirement
 - a. Implementation Status
 4. Set Priorities for the Upcoming Year
 - a. Online Education and Access
 - b. Faculty Salary Policy
 - c. Contingent Faculty
 - d. Academic Freedom
 - e. Intellectual Property
 - f. UW Capital Campaign
 - g. College of Engineering - - Differential Tuition Policy and Undergraduate Diversity Graduation Requirement
 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 3:40 p.m.

2. Introductions

Members introduced themselves to the council. Rubio introduced the members who were not present.

3. Update on the Student Diversity Requirement

Implementation Status

Rubio discussed the recently-passed Senate legislation that created the undergraduate diversity graduation requirement. The passage of the legislation is only the beginning, more work needs to be done and it is important FCMA has a voice in the process. The Provost created a task force that is responsible for the implementation of the diversity graduation requirement. As courses are made available each department is responsible in reviewing the syllabi of each course to determine if they meet the diversity requirement. Within the legislation the language states that 50% of the course content must cover “diversity” as it is defined in the legislation. Once the syllabus is submitted, it is then reviewed by the college curriculum committees which will determine whether or not it meets the diversity requirement. The Provost’s task force is focusing on the review process but faculty are not involved at the moment. However, questions have been arising regarding the diversity requirement and its impact on teaching. The chair of the Faculty Council on Academic Standards (FCAS), Patricia Kramer, contacted Rubio about questions she has been receiving.

Ed Taylor and Betty Schmitz (Director for Center for Curriculum Transformation), leaders of the task force, should be approached to determine the role faculty will have in providing oversight once the task force has concluded its review. Specifically, once the diversity requirement is implemented and the task force completes its responsibilities, faculty should be able to oversee implementation to ensure that it is consistent with the spirit of the original legislation. This task could be coordinated jointly with FCMA and FCAS as they worked together to pass the original legislation.

Rubio attended a recent Diversity Council meeting which discussed the diversity graduation requirements. One of the concerns raised was that while “diversity” should not rely solely on ethnicity and race, the term should not be watered-down by including just anything as “diversity”. For example, questions have been raised about study abroad programs and whether they should be counted towards the diversity requirement. It was suggested that Betty Schmitz be invited to a meeting and report on the developments of the implementation process.

Chapman mentioned that faculty within Anthropology vote on whether courses meet the diversity requirement. Discussion ensued regarding whether the decision should come from the department level in making these determinations. Problems can occur because departments such as Anthropology can easily offer courses that meet the diversity criteria while departments like Engineering cannot. It is important take into consideration that the task force has specific guidance from the Provost and faculty should wait for the group to complete its review before getting involved. Discussion ensued. There is no standardization of what falls under “diversity”, and once the task force is finished there does not appear to be anyone overseeing the implementation process. It was suggested that FCMA draft criteria for departments to use as they identify courses that fall under “diversity”.

Council members discussed questions that Betty Schmitz could address at the next meeting, including:

- Criteria used to define “diversity”
- Number of diversity courses that will be offered
- Burden on faculty members teaching diversity courses and students who are just taking courses solely for graduation purposes
- Resources and training for faculty members who will teach courses on diversity

Concern was raised that developments will occur across campus while FCMA waits until its next meeting to hear Betty Schmitz’s feedback. Departments are already submitting courses for departmental approval so the council should act sooner than later. It is possible to send a representative from the council to speak on behalf of these concerns when departments are reviewing course approvals.

It was suggested to contact Juliana Lopez, a faculty member who is working with the Center for Teaching and Learning on diversity issues, to see if these are issues she can tackle through her work.

4. Set Priorities for the Upcoming Year

Rubio discussed a conversation he had with the President’s Designee Luis Fraga on issues the council should focus on during the academic year. As a senator in the Faculty Senate, Rubio emphasized the importance in aligning council activities with the Senate priorities set forth by Jack Lee, Chair of the Faculty.

Online Education Access

Rubio reported on a recently-created task force focusing on the implementation of undergraduate online degree initiatives. Current proposals include online degrees in Integrated Social Sciences and Criminal Justice (UW – Tacoma). In Rubio's discussion with Fraga the main concern is accessibility. President Young has assured faculty leadership that access is a high priority in the rollout of online degrees. Rubio reported that the task force wants FCMA's input to provide insight for implementation.

Other components that need to be addressed for online learning includes online teaching, training for instructors, and the effect on diversity amongst faculty members. Discussion ensued. When the online Early Childhood and Families Studies degree was approved it did not allow enough discussion for concerns related to teaching and learning. For example, simply allowing online courses does not increase access for students. Access is limited due to constant barriers such as tuition rates, Wi-Fi availability, and studying behavior of students. A comment was raised that students do equally poor online as compared to traditional learning if they are not offered the resources to be successful in their studies. Discussion ensued. There have been initiatives led by the Gates Foundation to increase broadband within public libraries. This has improved access to online content and can help increase access to online offerings from institutions.

Faculty Salary Policy

Jack Lee has made it a priority to focus on faculty salary policy for the upcoming academic year. Lee's proposal, based on a tiered system, is modeled after the University of California system. A comment was raised that colleagues from with the California system have reported several glitches they have come across and it will be important to see if any of those glitches would impact faculty of color. Discussion ensued. The universal assumption is that when a faculty member retires, his/her salary is two times higher than entry-level professors. However, in practice that is not the case. Rubio asked members to bring forth any questions they have about faculty salary as this policy begins to develop though the year.

Contingent Faculty

Concern towards contingent faculty was a large concern last year and will be a priority for Jack Lee this year. The driving factors are that contingent faculty members are not tenured, serve 1-year contracts, and never end up in tenure-track positions. Most of the time the concern derives from issues related to grant funding. Salary is predetermined and departments cap salaries as part of their policy, even if the faculty member secures a great deal of outside grant money. This issue will always have to be addressed when faculty salary policy is discussed. Additionally, it parallels concerns related to evaluation and advancement for these faculty members.

A question was raised about data on contingent faculty. This issue will likely have a direct effect on women and faculty of color. This is an issue that has large implications on social class, family and labor which is ignored by tenured faculty because this classification is how they are able secure and maintain their tenured status. FCMA could also work with the Faculty Council on Women in Academia (FCWA), which has worked with the council in the past on similar issues, to obtain and assess this data. In addition to FCMA, Fraga also serves as the President's Designee on FCWA so the relationship should be explored to develop a coherent strategy.

Academic Freedom

Rubio reported on the recent developments of Class A legislation on Academic Freedom. A comment was raised that faculty involved with crafting the language are mainly concerned about language that affects their responsibilities as faculty while exploring their rights to free speech. In theory, academic freedom should not impact diversity amongst faculty. However, in practice there might be some unintended consequences. One example is a recent harassment case brought by a student regarding a faculty member of color.

Intellectual Property

Rubio reported on recent policy developments regarding intellectual property (IP). This issue stems from a recent Supreme Court decision which has implications on IP issues at UW.

UW Capital Campaign

A comment was made that UW has begun a capital campaign but it appears there is no attention to diversity issues other than student scholarships. It would benefit the council to ask a member from the Office of Advancement to discuss their fundraising priorities. Discussion ensued about who to contact. There are other issues which affect diversity other than scholarships, such as health issue and distance education.

College of Engineering - Differential Tuition Policy and Undergraduate Diversity Graduation Requirement

A question was raised about the College of Engineering's efforts to implement tuition increases based on differential tuition policy. This concern stems from a university-wide discussion that schools such as Business and Engineering have competitive admissions and graduates earn more money straight out of college compared to their peers. It is assumed that because these graduates can afford to pay back higher student loans, tuition should be increased for these students. However, the impact on financially-strapped students and their families could be huge. Carothers mentioned that within the College of Engineering there is much debate because while the college could receive additional revenue, it would not be able to offset the costs to increase enrollment into their programs.

A question was raised about Engineering's efforts to implement the undergraduate diversity graduation requirement. The perception that Engineering was opposed to the requirement was due to its limited number of courses which could meet the criteria as "diversity". As a result, students from Engineering would be required to take courses outside the college in order to comply with their graduation requirements. Consequently, this would reallocate resources from Engineering to other colleges as part of UW's Activity Based Budgeting. The Provost has been working on this issue to see if Engineering could offer courses that fall under this designation. A comment was raised that many engineering students take elective courses, such as ethics, which could fall under the "diversity" designation. Engineering is reluctant to add more courses within their programs because they are already packed full of classes and need to take a balanced approach.

5. Good of the Order

Rubio reported that UW is breaking ground on the creation of the Intellectual Long House located on the corner of Lewis Street and Clark Street. The ceremony will occur on October 25th and Rubio will be there to support it.

Ginorio announced that Supreme Court Justice Sonia Sotomayor will be at UW sometime in March.

Rubio announced the upcoming FCMA meeting is scheduled for November 20th.

6. Adjournment

The meeting was adjourned by Chair Rubio at 4:45 p.m.

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

Present: **Faculty:** Rubio (Chair), Babigumira, Carothers (phone), Chapman, Ginorio
 Ex Officio: Lobo (phone), Devine

Absent: **Faculty:** Barria-Roman, Harris, Willgerodt
 Ex Officio:
 President's Designee: Fraga