

**University of Washington  
Faculty Council for Multicultural Affairs  
October 21, 2005**

Chair Brian Fabien called the meeting to order at 10:30

**Meeting Synopsis**

1. Welcome and Introductions
2. Approval of Minutes
3. FCMA 2004/2005 Report
4. Action Items for the 2005 Academic Year
5. A resolution in support of the program on American Sign Language
6. Announcements
7. Action Items

1. **Welcome and Introductions.** Brian Fabien welcomed everyone to the first meeting of the Faculty Council on Multicultural Affairs. Members introduced themselves.
2. **Approval of Minutes:** Minutes were approved.
3. **FCMA 2004/2005 Report.** Fabien read the report and discussion followed. There was concern that minority faculty numbers have not changed. There should be target hires through Deans' offices vs. Provost's office. It would be helpful for the Provost's office to help pay for positions. Barceló said that the Provost is very concerned about diversity. She is supporting the Associate Vice Provost for Faculty Advancement position for which a national search is being conducted. The President is also holding Deans accountable in their annual review. It was mentioned that the UW needs goals and timelines in the hiring of women and minorities. Faculty need to be educated because they do the hiring, not administration. It was suggested that perhaps Deans and Chairs may need to be invited to a meeting. The Faculty Toolkit on how to hire is available but many people are not aware of it. It was pointed out that many people are brought in but we are not able to retain them. Cluster hires were brought up as another option. Departments can collaborate with cluster hiring.
4. **Action Items**
  - **Reinstatement of the Presidential Faculty Development Fellowships.** Barceló will ask Provost about status
  - **Faculty Mentoring Policy.** Committee members discussed the need for mentoring of junior faculty and shared what is done in their departments and colleges. It was mentioned that there is networking during the first two weeks of the Faculty Fellows program. With the emphasis on research and publishing, there is a need for research support, dissertation writing groups, etc. There is

also the issue of cultural sensitivity and the need to understand and respect differences. It is important to share the “unspoken rules” with junior faculty.

- **A policy on the diversity of search committees and admission committees.** Faculty of color need to have a voice at the table. The university needs to train members of search committees. Barceló was asked by the President to work on a protocol for the structure of search committees.
  - **The FCMA Lecture Series.** It was agreed that there should be a lecture (at the end of the day) planned for once a quarter. This would be more of a social event, with the lecturer talking about his/her research.
5. **A resolution in support of the program on American Sign Language.** The UW currently has no ASL program. There is a proposal for a program through the Linguistics Department to start next year. It will be part of the Diversity Minor.
  6. **Announcements.** Barceló announced that the Diversity Research Institute will be hosting an inaugural event/conference on April 14-15, 2006. This will coincide with the Samuel E. Kelly Lecture series.
  7. **Action Items.**  
Advice for junior faculty--send the chair two or three items that junior faculty should know.  
The chair will provide members with the following links:
    - UW Employment Data
    - The Executive Summary for the American Sign Language Program
    - FCMA Report

The meeting was adjourned at 11:45. Minutes by Linda Jardine, Office of Minority Affairs.

**Present: Faculty Members:** Colonnese, Fabien, Hardy, Hart, Kaul, Kozuki, Tokuno, Yang, Yue-Hashimoto

**President’s Designate:** Barceló

**Members of Representative Groups:** Roseth

**Absent: Faculty Members:** Cardenas, Centurion-Lara, Fu, Lin, Lincoln, Roy,

**Members of Representative Groups:** Lillard, Macklin

**Guests:** Opio Dupree, GSA Office of Shared Governance