

University of Washington
Faculty Council on Multicultural Affairs

Tuesday, October 17, 2006
36 Gerberding Hall

Chair Sumit Roy called the meeting to order at: 9:15 a.m.

Meeting Synopsis:

1. Approval of Minutes (4/18 and 6/2)
2. Reports from the Chair and the President's Designee
3. New Business: Setting Goals for the Council for AY 06-07

1. Approval of Minutes

Approval of minutes from the April 18 and June 2, 2006, meetings was deferred until the next meeting because of a lack of quorum.

2. Reports from the President's Designee and the Chair

Chair Sumit Roy explained that the agenda for the day's meeting would form the basis of agendas for the coming academic year, with regular reports from the President's Designee and from the Chair, supplemented by continuing work on agenda items yet to be determined.

He asked Council members what goals they would like to set for the Council this year. Tom Colonnese suggested that the Council continue working on monitoring minority faculty hiring and retention by way of defining the ideal accounting process for tracking faculty in this regard and then seeing if that process can be implemented. Sheila Edwards Lange reported that the University has excellent statistics on student diversity but not so with faculty and staff diversity, which relies on a dated payroll system for information. She continues to work on the logistical and legal questions surrounding the collection of data on faculty and staff. In order to be effective in identifying new minority faculty members for recruitment into mentoring programs, names will have to be a part of the data collected. The data collected on students, although much more comprehensive and accurate than anything the University has in place for faculty and staff, does not include names of students. Edwards Lange suggested that getting usable data on faculty and staff diversity is a matter of institutional commitment. Academic Human Resources and the office of the Provost are working on this. She suggested that Cheryl Angeletti-Harris and Rhonda Forman would be able to contribute effectively to future Council discussions.

Ultimately the goal of the FCMA would be to increase the number of faculty in under-represented minorities.

Edward Lange went on to report that student recruitment has improved significantly with personal calls and contacts, in addition to an increased number of diversity scholarships available. Graduation rates have also improved due to increasing attention to student support and financial aid. Studies have shown that minority student leave school primarily due to family and financial considerations – not necessarily because of academic problems.

Roy revisited the issue discussed last year of finding a way to be involved in all searches at the Dean/Vice President level and above. This would be accomplished by assigning an FCMA member (and other faculty members, recruited as necessary) on each search committee for those positions. The representatives on search committees would monitor efforts to recruit minority candidates and report back at Council meetings. Roy will draft a resolution directed to the Provost, suggesting that this become a matter of policy. He will circulate his draft to the Council for comment.

Edwards Lange reported that the Provost intends to return to an annual review of deans, instead of the every-five-year review currently practiced. Presumably a part of this review would include a diversity report on faculty, staff and students within the Dean's school or college – perhaps measured against goals articulated in the Advance tool kit.

Roy reminded the Council that in addition to the importance of tracking numbers and diversity statistics, there needs to be a way to measure the culture for under represented minority faculty. He will contact Biren (Ratnesh) Nagda from the School of Social Work and Executive Vice Provost Ana Mari Cauce for their availability to address FCMA on this topic sometime this fall quarter.

Tom Colonnese suggested that faculty of color across campus be brought together in something like a Town Hall meeting regarding issues of diversity that would be open to deans and chairs as well.

Roy suggested that the President's emphasis on "global" issues means that the issue of diversity is now front and center – and not an add-on.

4. New Business: Setting Goals for the Council for AY 06-07

Although suggestions for a number of goals emerged within the course of the discussion described above, Roy encouraged Council members to bring to the next Council meeting one distinct goal that could realistically be accomplished within the academic year.

The meeting was adjourned at 10:07 a.m. *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, sfolk@u.washington.edu*

Present: **Faculty Members:** Tom Colonnese, Rajinder Kaul, Sumit Roy, Anand Yang

President's Designee: Sheila Edwards Lange

Ex-officio Members: Bob Roseth

Absent: **Faculty Members:** Daniel Hart (excused), Qiang Fu, Michelle Hardy, Yoriko Kozuki, Zhi Lin, Anne Yue-Hashimoto (excused)

Ex-officio Members: John Macklin (excused)