

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS
WEDNESDAY, October 10, 2007, 3:00-4:30 p.m.
36 Gerberding Hall

The Chair called the meeting to order at 3:08 p.m.

Meeting Synopsis:

1. Introduction of council members.
 2. Last year's initiatives.
 3. Goals for this year.
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1. Introduction of council members.

The Chair Tom Colonnese asked all members to introduce themselves.

2. Last Year's Initiatives.

Council member Sumit Roy provided an overview for new members of the Proposal for Minority Faculty. He noted that it is a study funded with graduate research assistants that requests disaggregated data on both tenure and non-tenure track minority faculty. The time frame would be at least two quarters. He remarked that the university does not keep exit data.

The Chair noted that the kind of data this council seeks is accurate numbers of minority faculty on campus. The difficulty in getting this information seems to be that the data is not easily available and members are not allowed to talk to minority faculty.

The President's Designee Luis Fraga spoke about efforts made to get better data. He suggested disaggregate data by departments. He noted the 2005 report data available on the Academic Personnel website that breaks down faculty hires and promotions into some aggregate categories.

Action: Fraga requested a copy of the Proposal for Minority Faculty be sent to him. He noted that he would follow up on it after it had been shown to the Provost last spring. The note taker will forward an electronic copy to all council members.

Fraga stated that he found it unacceptable for this university to have only 80 percent of its new faculty hires fill out the affirmative action form asking for their minority status. He noted the need for transparent data and that the affirmative action form is only "one shot." He suggested that wording could be added to the form asking new hires, "would you allow your name on a list?"

Discussion touched on the legal constraints in saving exit interview data and ways to work around it. It was noted that salary data is available in a book in the library.

Colonnese remarked that institutional memory from the passage of Initiative 200 is limiting. He noted that the new baseline is the year before I200 passed and yet those numbers weren't very good for minority representation on campus, especially for American Indians and African Americans.

Other Initiatives:

Roy mentioned several past goals of the council. He noted the Provost's plan to have Deans present their minority growth plans to her. It was the council's intension to get access to those metrics, and to be informed of those processes. The council also wanted to give a report card to each Dean based on the Provost's guidelines.

Roy also mentioned having asked the Provost to bring back Minority Faculty Fellowships. He explained that they were designed for early career minority faculty but only lasted about two years.

Roy noted the council's request to have oversight to Minority Affairs. Last, he felt that administrative searches should have representation from FCMA.

3. Goals for this year

Council members raised questions about finding ways to support their initiatives and the work of Luis Fraga. Council member Harry Murphy noted that professional staff also matter on minority issues. ASUW representative Tyson Johnston told the council that students could help push initiatives forward. Council member Daniel Hart suggested that given the busy lives of faculty, they could write regular endorsements of initiatives, and send out notices about what is happening.

When asked what the council could do to back him up, Fraga reiterated his commitment to helping minority faculty. He offered suggestions for strategic planning, noting that they would need to get data, email lists, as well as raise strategically targeted money. He spoke about increasing the probability of getting a request addressed, noting that he plans to make many requests, and that he is considering how best to go about doing that. He remarked that he has a good relationship with the Provost. In terms of the metrics of accessing Deans, Fraga acknowledged that a discussion had taken place, but no metrics. Action: Fraga will talk with the Provost about the metrics proposal and find out how to do it and make it public, and then will report back to the council.

Colonnese remarked that at next month's FCMA meeting they would look at the numbers for incoming faculty and students. In their discussion of formulating a request for data and support for it, council members acknowledged that council member Clarence Spigner's Proposal for Minority Faculty essentially asks for the same thing. It was felt that the proposal should be revisited. Roy noted that the proposal is a shared responsibility, not just Clarence Spigner's.

Council member Diane Martin spoke about the issue being out in the larger community. She noted that people are suspicious and are requesting this kind of data in and outside of the university community.

The meeting was adjourned at 4:38 p.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu or 543-2884.

Present:

Faculty: Colonnese, Flores, Fu, Hart, Roy, Schwartz, Spigner

President's Designee: Fraga

Ex-officio: Johnston, Murphy, Roseth

Regularly Invited Guests: Martin, Kim

Absent:

Faculty: Antony (excused), Kaul

Regularly Invited Guests: Collins