

**UNIVERSITY OF WASHINGTON
SPECIAL COMMITTEE ON MINORITY FACULTY AFFAIRS**

The Special Committee on Minority Faculty Affairs met on **Friday, October 10, 2003**, at 2:30 p.m.

PRESENT: *Professors:* B. Huang, Lopez-Guisa, Tokuno, Centurion-Lara
 ex officio members: Murata, del Rosario, Remick
ABSENT: *Professors* James, H. Huang, Lincoln
 ex officio members Gallardo, Simmons, Butler

Synopsis

1. Approve agenda/ Approve minutes
2. Recruitment of SCMFA Chair – Discussion
3. General discussion

The minutes were approved, with two additions and one revision.

Recruitment of SCMFA Chair

Tom Colonnese has resigned as SCMFA Chair, and a new chair needs to be recruited, either from SCMFA ranks or from non-members. Secretary of the Faculty Lea Vaughn is working on this, but Committee members are encouraged to take an active part in the search.

Jesus Lopez-Guisa is considering the position. However, he could not do it without a co-chair, since he cannot always attend meetings. There were no other volunteers.

After discussion, it was moved, seconded and unanimously passed that the Committee be strengthened by the recruitment of a few new members, on the theory that a chair might also emerge from this recruitment effort. Cynthia del Rosario volunteered to contact Tom Colonnese and obtain the "opt-out" list of faculty of color who are willing to receive SCMFA mailings. She will draft and send a letter recruiting new members.

General Discussion

The Presidential Search committee has been directed by the Regents to conduct a new search, since the original slate of candidates, for a variety of reasons known only to the Search Committee and the Regents themselves, did not suit. SCMFA should do everything possible to take an active part in the new search, including nominating candidates to the Search Committee. A letter expressing SCMFA's wish list for a new president was sent to the Regents at the beginning of the first search. An updated letter or reminder should be sent.

Members were advised that the new SCMFA charge was passed by the Senate Executive Committee (see addendum). This new charge gives the committee a more specific mandate that it has had in the past, including an annual report to the Faculty Senate on the status of faculty of color at the UW. This is a project that could be worked on at any time.

Some of the data on which to base an annual report can be obtained from Helen Remick. There is, however, no "ready made" analysis that would serve the purpose. Remick's office reports data to Federal auditors in the form the Feds require – this is not the same as a "friendly" document that would be helpful in furthering campus diversity.

In addition to statistics, the annual report could include information gleaned from exit interviews. Can SCMFA find a way to institute a program of exit interviews? Some faculty members believe exit

interviews are a career-busting move – how could they be convinced that the interview will be conducted by an impartial party and that results will be kept anonymous?

It would also be good to report to the Faculty Senate whether faculty of color are segregated into certain disciplines or ranks, and (with the new strictures of the USA PATRIOT Act) whether they are native born or not.

SCMFA members were reluctant to begin to design the newly-mandated annual report until a chair can be found. The discussion can be continued, and a subcommittee formed, at that time.

The meeting was adjourned at 2:55 p.m. *Minutes by Linda Fullerton, Recorder.*

ADDENDUM

Charge to the Special Committee on Minority Faculty Affairs Approved by the Faculty Senate Executive Committee, January 13, 2003

BE IT RESOLVED that the mandate of the Special Committee on Minority Faculty Affairs is to review the status of minority faculty and to propose measures to correct inequities by:

- Providing a written annual report to the Faculty Senate containing statistical data on the status of minority faculty, including facts and trends in hiring, promotion and retention.
- Proposing measures for improving the status of minority faculty, including employment issues, climate issues, and other issues and concerns that may arise.
- Promoting equitable treatment of minority faculty by defining and implementing solutions, in its role as a consultative body to the Faculty Council on Faculty Affairs. The chair of the Special Committee on Minority Affairs, or the chair's designee, shall continue to be a permanent member of the Faculty Council on Faculty Affairs, and the chair, or the chair's designee, may represent the Committee on other Faculty Councils as appropriate to carry out the Committee's mandate.

Further, the Committee will serve as a group to advocate for a campus climate where any form of racial prejudice is absolutely not tolerated; and as a group that helps to promote curriculum that is focused on the study of racism.