

**University of Washington**  
**Faculty Council on Multicultural Affairs**  
Friday, June 2, 2006  
36 Gerberding Hall

Chair Brian Fabien called the meeting to order at 9:10am.

**Meeting Synopsis:**

1. Approval of minutes
2. Draft of Annual Report
3. New Chair of FCMA

**1. Approval of Minutes**

There were not enough council members present to form a quorum. The Chair said he would send minutes from the last meeting around by email for approval.

**2. Draft of Annual Report**

The Chair opened the discussion about the Annual Report. The Provost has issued a challenge to the university (?) to double the amount of minority faculty who are hired. The Chair noted that this challenge has been met with skepticism by many faculty but that he thinks it is possible to make a significant difference.

The Chair suggested cluster hiring – that is, simultaneously hiring people in closely related areas - as a means to improve minority faculty recruitment and retention. This was done at the Tacoma campus last year.

Lange noted that departments who attempt cluster hires are more successful when they do the hire around a theme, e.g. race/ethnicity. It may be a possibility to do a cluster hire for American Ethnic Studies or American Indian studies here. It is harder, though not impossible, to do cluster hires in places like engineering.

Fabien mentioned that it would take a search committee from multiple departments and even multiple colleges to do a cluster hire. The Provost would have to make this happen. The role of the FCMA would be to make recommendations.

The development of an active and aggressive mentoring program needs to be another priority in order to retain minority faculty. Again, this initiative has to come from upper administration. The FCMA does not have the capacity to do this.

Lange discussed the ADVANCE program, and its efforts to increase the number of women faculty through the use of “equity advisors” on search committees. Equity advisors are faculty members, they receive a stipend for this work. This strategy is useful for getting search committees on board for hiring members of

underrepresented groups, but the problem is that often faculty do not want to hire these recruits.

Fabien noted that while colleges and departments cannot be coerced into having diverse search committees, that the Provost can set an example. Lange made the point that there has to be negotiation with deans, because hiring faculty is the purview of faculty. What we have to do is change the thinking of search committees and how they do their searches.

There was discussion of the challenges of engaging a broader group of faculty in efforts to improve diversity. The same people always show up to do the diversity work. Someone suggested that perhaps the work of the FCMA council is to reach more faculty. Another council member countered that faculty are apathetic about a number of things, and many are highly unlikely to take the initiative to care about diversity.

A council member noted that with the turnover of deans, the provost can send them a message about what the institutional culture is at the UW and what we want it to be. The Chair noted that diversity has to be an issue raised *before* deans get hired. This council has to be plugged into administrations decision process, not only with external searches but with internal searches as well.

There was a suggestion made about recruiting minority faculty as postdocs, as is done in the UC system. Another member noted that it is hard to use state funds to do this.

The University has provided mentoring in the past and has the capacity to continue to do so. There needs to be accountability, such as during the five year review of deans. A council member posed a question about the provision of resources and models for deans who may have the commitment to diversity but lack the expertise.

Lange mentioned that the Advance project is going to be replicated all across campus, and will be taking leadership under the LCVI umbrella. Advance does quarterly workshops, each one dealing with issues of recruitment and retention. However, Advance for designed for the recruitment of women, and no minority faculty have been hired because of it, only white women. She is concerned that the charge of the program needs to be broadened to include minority faculty. Lange will continue to be part of LCVI and the new Assoc. Vice Provost will too. The FCMA needs to be keeping up with LCVI process, because it's going to be an important part of the future of this institution.

Next, keeping the momentum of FCMA was discussed. Although turnover will mean memory less, appointments to the council will be staggered to maintain some continuity. The FCMA has been trying to do too much, not in terms of generating ideas, but in terms of activities that it doesn't have the staff support or

resources for. Barcelo's recent departure from OMA has changed things. Barcelo had provided a lot of support for FCMA, including access to the President. In order for FCMA to operate properly, the President's designee needs to be really involved. Lange assured the council that as the new designee, she would be involved and supportive of FCMA. Fabien mentioned that this was the first year in a long time that they haven't had a spring meeting with the President. Next year the FCMA will have to double up, meet with the president and beginning of fall quarter and the provost at the end of fall quarter.

There was discussion about the confusion on campus about the purview and scope of OMA. The history behind OMA is that it was formed to meet the needs of undergraduate minority students, and this is still true. But with the new position of Vice Provost for Diversity, filled by Barcelo, they had someone who was looking at things from a broader view. Lange noted that she is looking at broader campus issues, but that the work of diversity needs to be infused throughout campus for it to be successful. A council member suggested a prominent place for Diversity on the website as a way of clarifying and underscoring what is going on at this campus. Another member noted that there is a Diversity page, but the link has been lost on the new website.

(YANG LEFT AT 9:56 AM)

There was more discussion on OMA's mission. There are a large number of programs on campus now for attracting and maintaining minority students. This work is being replicated in too many different places. We need strong leadership from upper administration to encourage people to partner with existing programs rather than creating separate, duplicate programs. What is happening currently is a waste of resources. It is difficult to say "no" to requests for programs to recruit minority students because it is perceived as not being supportive of diversity. The FCMA advocated creation of new ASL program but it wasn't duplicating anything that was already existing. The Provost was positive about the ASL program at the town hall meeting.

Council member Tokuno raised an issue about the retention of undergrads. There are culturally-specific and gender-specific differences to how students seek mentorship. She has found that Asian females seek her out, for instance. Is there any mechanism in place for students to get support? Lange pointed out that we have mentoring programs for undergrads, peer mentoring and professional mentoring. What we have not done well is that we don't have a student advisory board anymore, but she will be creating a board. This board would have town hall meetings where students can bring their concerns. Tokuno asked about other avenues, that are potentially less threatening for students, like personal, informal contact with faculty who are willing to make themselves available. Fabien asked, Can OMA ask departments to see if there are faculty willing to work with students? Lange mentioned that they haven't but they could. There is the caveat that minority faculty tend to already be overtaxed. However, the Black Student

Commission has recruited mentors. There was discussion of generalizing the efforts that the BSC has made, and that this may also have effects on retaining faculty.

The main issue with retaining students is getting them into majors. Once students get into a major, the retention rate is high. It's the first two years when retention is a problem, students get discouraged if they don't get into programs, and they end up circling, wasting credits and money.

Lange mentioned that there is self-study happening at OMA. They're bringing in an external team early fall. In early July he will talk to Brian Fabien and Sumit.

### **3. New Chair of FCMA**

Sumit Roy will be the new chair.

The meeting was adjourned at 10:15am. *Minutes by Alka Arora, Research Associate, Office of Minority Affairs, alka@u.washington.edu*

**Present:**      **Faculty Members:** Fabien, Tokuno, Yang

**Ex-officio Members:** Roseth

                  President's Designee: Sheila Edwards-Lange

**Absent:**      **Faculty Members:** Cardenas, Centurion-Lara, Colonnese, Fu, Hardy, Hart, Kaul, Kozaki, Lin, Lincoln, Roy,

**Ex-officio members:** Lilard, Macklin, Yue-Hashimoto

**Guests:** Alka Arora, substitute note-taker