

Faculty Council on Multicultural Affairs
May 22, 2013, 3:30-5:00 p.m.
36 Gerberding Hall

Meeting Synopsis

1. Call to Order
 2. Review of the Minutes from January 23rd, February 27th, and April 24th Meetings
 3. Update on the Student Diversity Graduation Requirement
 4. Size and Functioning of FCMA
 5. Choosing At-large Members for FCMA
 6. Possible Agenda Items for Next Academic Year – First Discussion
 7. End of the Year Report
 8. Possible Agenda Items for Next Academic Year – Second Discussion
 9. Adjournment
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1. Call to Order

The meeting was called to order by acting Chair Rubio at 3:40 p.m.

2. Review of the Minutes from January 23rd, February 27th and April 24th Meetings

Minutes from the January 23rd, February 27th, and April 24th meetings were not approved due to lack of quorum. Since this is the last meeting of the academic year an email ballot will be sent out to voting members to approve the outstanding minutes.

3. Update on the Student Diversity Graduation Requirement

Rubio provided an update on the student diversity graduation requirement. The legislation passed the faculty senate and was sent out to the entire faculty for review. Faculty members have until May 24th at 4:00pm to submit written objections to the secretary of the faculty, and if 5% of the total faculty objects the legislation goes back to Senate Executive Committee (SEC) for reconsideration. Rubio spoke with Ginorio about the likelihood of passage and she does not feel the 5% threshold will be a concern. As of right now FCMA can only wait until the deadline passes for more information.

There is great momentum to move this legislation forward. If the legislation does go out for a faculty-wide vote FCMA may have to think about initiating a campus-wide campaign to support the legislation. While this might be a moot point if the legislation is approved by the end of the week, it is still important to discuss available options to lobby for the diversity requirement if 5% of the faculty objects to the legislation. For example, FCMA members could write emails to colleagues supporting the diversity requirement. Discussion ensued. If 5% of the faculty objects to the legislation it goes back to the SEC for public comment and those who objected to the legislation will have the opportunity to address their concerns. This will be very useful to get feedback from those who object in order to understand their positions and reasons why they would not support the diversity requirement. There are still many unknowns but once that information is available FCMA will be able to move forward.

4. Size and Functioning of FCMA

There are currently ten FCMA members on the council, but with two on sabbatical only eight count towards quorum. The main concern is that FCMA has not reached quorum during the last four meetings, including today. Quorum is based on simple majority, 50% plus one. Rubio asked the council how the

committee could be fashioned and designed to ensure that it meets quorum on a regular basis. For example, should membership be larger or smaller? Discussion ensued. Making the council smaller would still not address the quorum issues. The main reason is that members are just not attending. One possibility would be rescheduling council meetings to another time. However, rescheduling meetings for next year is an unlikely solution because the dates have already been set and approved by the senate. It is possible to request a change for the following 2014-15 academic year which can be an option.

A question was raised about the makeup of other faculty councils and issues meeting quorum. Most councils have between 8-10 voting members and there are typically no issues with quorum. The council agreed that it is important for FCMA to have significant, concrete and interesting items on the agendas in order to attract members to attend. Attendance in FCMA peaks when the council has something interesting and exciting to address, such as the recent diversity graduation requirement. An important goal for next academic year is to develop an agenda and push for issues that get members excited to participate. Discussion ensued about what items to address and how to get members involved.

FCMA has addressed important issues this year such as promotion of minority faculty and women, reviewing statistics of minority faculty on campus, and addressing concerns of graduate students of color. Discussion ensued about what issues should be addressed for next year. Conversation moved to rescheduling FCMA meetings to a new time that is manageable for faculty members. Discussion ensued. FCMA currently meets six times a year and the issue might not be the size of the council but the time in which meetings are held. It is possible that once FCMA meets quorum the council could agree to request a time change for either the 2013-14 or 2014-15 academic year.

5. Choosing At-large Members for FCMA

Rubio brought the question to the council asking if ex-officio members should have the ability to vote. It was noted that if ex-officios had voting privileges they would also be counted towards quorum. Ex-officios currently have a strong voice on the council but cannot vote on decisions. Lobo stated that she is lucky that she agrees with past decisions that came out of FCMA. However, there has been a number of times in which FCMA would have been able to reach quorum if she had the ability to vote. Discussion ensued. Allowing ex-officios to vote would be helpful with reaching quorum. In order to allow ex-officios to vote FCMA must have a quorum and vote to approve which ex-officio positions should have voting privileges. When submitting nominations for ex-officio positions, FCMA will nominate an individual to the ex-officio position "with vote".

James Carothers and Joseph Babigumira have been nominated and will be approved by the senate next academic year.¹ It would be useful to bring them in to discuss ex-officio voting privileges and possible rescheduling of FCMA meeting times. It was noted that Willgerodt will be rotating out of FCMA next academic year.

6. Possible Agenda Items for Next Academic Year – First Discussion

Discussion moved to what will make FCMA more effective in its work. As stated in the faculty code, FCMA "...shall be responsible for all matters of policy relating to the interests of faculty of color." Members agreed that FCMA not only represents the interests of faculty, but also staff and students. Other goals to address next year could include mentorship programs for new faculty and staff. This is where FCMA's participation is important because the council can assist with helping faculty of color. Mentorship is a reoccurring issue which has never been completely addressed. This is a very important

¹ Recorder's note: After further research Carothers and Babigumira were approved by the senate on May 13, 2013

service in creating a respectful environment for faculty and helping them be successful throughout their time at UW. Additionally, FCMA could provide oversight and accountability of departments and schools to ensure they are properly addressing diversity issues.

Another task for FCMA is getting access to metric and statistics to make cross comparisons of diversity issues across campus. For example, FCMA could address issues related to hiring, promotion and outreach. FCMA can also work at developing partnerships across campus as well as peer institutions. A lot of this information is held in Frago's office which may be difficult to get access to due to the sensitivity of the information. However, since UW is committed to excellence in all of its responsibilities, and with diversity being a major objective for the UW, the university should allow for this data to be provided. When people do not think there is a problem, they will not see any signs for problems. There are fewer hires and promotions that should be occurring at UW, and sometimes the numbers do a better job showcasing the problem. Members agreed that access to statistics is a critical component for addressing these issues throughout the university.

7. End of the Year Report

While FCMA was successful in moving the diversity graduation requirement through the senate it was not the only accomplishment this year. FCMA was involved with discussions on salary, help close the gap for women and faculty of color, and made a presentation during a senate meeting showcasing data and statistics on minority faculty members at UW. FCMA also had a guest speaker from the Graduate Opportunities and Minority Achievement Program talk about the organization's objectives and discussed online degree completion and its impact on diversity.

8. Possible Agenda Items for Next Academic Year – Second Discussion

One strategy for FCMA next year is to provide oversight of implementation of diversity initiatives across campus and serve as a place where FCMA will be a voice and provide thoughtful guidance. For example, FCMA could request administrators responsible for overseeing implementation of diversity initiatives to report back to the council.

There is hope to implement required diversity training for faculty search committees beginning next Fall Quarter. A training session/program would be developed with input from focus groups across all UW campuses. This is an opportunity for FCMA to be involved with the development of the program and ensure training is being implemented.

FCMA has developed a strong relationship with both the outgoing and incoming faculty chairs. Current faculty chair James Gregory will be chairing the Senate Committee on Planning and Budgeting (SCPB) next year and could be a strong ally for FCMA. It is possible to invite him to speak with FCMA and listen to the council's concerns and positions on retention and hiring faculty.

There is also a possible major capital campaign initiative that will be conducted next year which FCMA could take part in. This would be a good opportunity for FCMA to address UW's priorities and help set the agenda to reflect UW's commitment to diversity. The campaign would be within the purview of the president and would likely be structured by senior administrators of the university. It would be a small group and the question is how FCMA can get involved with the process. It would be important to discuss specific goals and priorities that FCMA wants to achieve in the long run. FCMA has the responsibility to bring up these issues and can do it effectively if the council is part of the team, not just an afterthought. It was mentioned that despite how FCMA gets into discussions with the capital campaign, it is still important to identify the council's priorities and address them with stakeholders such as SCPB.

Rubio will speak with Ginorio about the issues discussed to today. It is very important to get involved with issues across campus and continuing a strong relationship with the incoming and outgoing faculty senate chairs. Frago mentioned that incoming chair Jack Lee played a critical role in reconciling differences in the diversity legislation between FCMA and the Faculty Council on Academic Standards.

Rubio provided a recap. The size of FCMA is about right and consistent with other councils. Questions still remain regarding rescheduling FCMA meetings and providing voting privileges to ex-officio members. Once FCMA has quorum it can decide on these issues next academic year.

This is the last meeting of the year. FCMA did a lot of good work, especially with the approval of the Class B legislation on diversity. Discussion ensued regarding the Class B legislative process and how it works. Chair Ginorio will be retiring in January 2014 and the question remains who will chair FCMA next academic year.

9. Adjournment

The meeting was adjourned by acting Chair Rubio at 4:40 p.m.

Minutes by Grayson Court, Faculty Council Support Analyst, gcourt@uw.edu

Present: **Faculty:** Rubio (acting Chair), Barria-Roman, Willgerodt (via conference phone)
 Ex Officio: Lobo
 President's Designee: Frago

Absent: **Faculty:** Ginorio (Chair), Yang, Flores, Reyes, Takeuchi (sabbatical), Harris (sabbatical),
 Chapman
 Ex Officio: Lilliard, Rodriguez