

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS
FRIDAY, May 11, 2007, 9:00 – 10:30 a.m.
36 Gerberding Hall

Chair Roy called the meeting to order at 9:07 a.m.

Meeting Synopsis:

1. Approval of minutes.
2. Clarence Spigner: Proposal for Mentoring of Minority Faculty

1. Approval of the minutes.

Chair Roy asked council members for any corrections to the minutes for FCMA meetings on March 6, 2007 and April 5, 2007. Council members had no changes and minutes were approved.

Council member Edwards Lange told the council about the LIFE Center Conference she had just been attending put on by the Learning in Informal & Formal Environments Center and the Center for Multicultural Education. She spoke about the book they are jointly launching, *In and Out of School in Diverse Learning Environments: Life-long, Life-wide, Life-deep*.

2. Clarence Spigner: Proposal to Increase Minority Faculty: Holding the Units More Accountable.

Guest Clarence Spigner addressed the council about the proposal he wrote to increase minority faculty at the UW Seattle. The paper is a subsequent effort to one done ten years ago, the Bradford Report, which outlined requirements for the recruitment and retention of minority faculty at the UW. Chair Roy noted that his main concern is in getting data on minority faculty. He wondered if they could ask the Equal Employment Office (EEO) if they can get the data in the form they want. Spigner responded that he has not been able to for 12 years. But the proposal presented would allow them to work with the existing data by hiring graduate student assistants for research as well as working with knowledgeable and talented people who could help them get the needed data.

Spigner noted that because of legal issues, the EEO won't allow them to find out where minority faculty is located on campus. The information they collect will go to the Provost's office.

Roy identified accountability as a key issue for him. He pointed to the recent Diversity Council meeting in which the President stated his desire to hold administrators accountable for diversity at the UW. Roy added that he felt they should bolster the case

by including the issue of retention. He said that there are “no rules” for minority faculty to negotiate successfully in promotion and retention. He added that he would like to contact minority faculty and collect anecdotal data.

Council member Edwards Lange described some recent improvements to the accountability of Administrators. She noted that the Provost’s office is holding Deans responsible for creating a diversity plan with metrics, and is tying it to the budget request process. In addition, she explained that the Graduate School is also requiring department Chairs to demonstrate their efforts to address diversity or it will not assign them Graduate Opportunities and Minority Achievement Program (GO-MAP Fellowships.) It was noted that these plans are not available to read.

Council members discussed the issue of getting human subject approval and having to sign a confidentiality agreement if they are able to get the names of minority faculty. Including the retention piece in the proposal would necessitate getting these approval forms.

Edwards Lange explained that what hasn’t been done is a comparison of how well academic departments are addressing diversity. Council member Lillard noted that EOO data is currently available online through the Academic Human Resources department, by academic college. Edwards Lange suggested that diversity information like that has not typically been compiled. She said that the closest organization to do it was the UW National Science Foundation Advance Project in the Center for Institutional Change. She explained their process for compiling data to show trends and how they went back to departments with the results.

A discussion ensued about minority faculty who leave the UW, and the kinds of efforts made to retain them. Council members shared their experiences and perceptions of the current UW situation.

It was noted that the proposal is under the aegis of FCMA. Action item: Roy announced that he will edit the proposal, circulate it, and send it up to the Provost.

The meeting was adjourned at 10:15 a.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu, or 206.543.2884.

Present: Faculty: Kozuki, Roy
President’s Designee: Edwards Lange
Members of Representative Groups: Lillard, Diaz, Roseth

Absent: Faculty: Colonnese (excused), Fu, Hart, Kaul, Lin (excused), Yang (excused), Yue-Hashimoto (excused)
Members of Representative Groups: Kim, Macklin (excused)