

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

The Special Committee on Minority Faculty Affairs met for a very brief meeting on **April 26, 2005**, at 8:30 a.m. Chair Brian Fabien called the meeting to order at 8:35.

Synopsis:

1. Approval of minutes.
2. Report from the chair.
3. Other items to be announced

Announcements, minutes, information requests

The minutes were approved.

Fabien reported on the April 21 Faculty Senate meeting, at which the Senate unanimously approved Class A legislation that changes the status of SCMFA from Special Committee to Faculty Council. The only questions that arose were about the proposed Council's scope; i.e., whether the new multicultural council would address undergrad issues, graduate student issues, or gender issues. The new council will not broaden to include these constituencies or issues, but will adhere to the classical definition of ethnic minority faculty.

If the legislation is adopted, SCMFA would change its name to the Faculty Council on Multicultural Affairs (FCMA) and assume council status. The measure comes up for a second review at the Senate Executive Committee meeting May 2. It will then be presented for an up-or-down vote at the Faculty Senate on May 12. A vote of the entire faculty follows, with the results of the vote being available on June 3.

SCMFA members are encouraged to talk about this issue with their colleagues and encourage them to vote for the legislation.

Fabien said he and Acting Provost David Thorud met with Stephanie Camp, Rusty Barcelo and President Emmert to focus on diversity issues instead of complaints, and to discuss strategies related to I-200. President Emmert prefers action and is confident that the Minority Faculty Fellows program can be reinstated.

A question arose about Emmert's email policy – does he answer faculty emails, or does a staff person answer them? This is unclear. Whether there is a designated staff person for diversity is also unclear – this function seems to be handled in several different places, which can be confusing.

Sumit Roy asked whether Best Practices for hiring are published anywhere. If so, Roy would like to have access to them. He feels the search structures need attention. Johnnella Butler and Helen Remick agreed that the process is pretty much left up to the deans, at the deans' request. It would be nice to have an office that coordinates search processes from beginning to end and uses one common, standard procedure. Remick added that there is no central database of searches that are in progress at any given time, and there is no requirement for any coordination in what the deans

are doing. Fabien asked Remick and Butler to send him a couple of sentences about this problem so he can describe the issue to President Emmert.

Fabien agreed to chair the Council for the coming year but will also call for any other volunteer who would like to do, during the first meeting of Fall Quarter.

Then meeting was adjourned at 9:10 a.m. *Minutes by Linda Fullerton, Recorder.*

PRESENT: *Professors:* Colonnese, Fabien, Kozuki, Lin, Tokuno, Yang, Roy
ex officio: Remick, Butler

ABSENT: *Professors:* Cardenas, Huang, Centurion-Lara, Lincoln, Yue-Hashimoto
ex officio: Lillard, Vaughn, Barker