

University of Washington
Faculty Council on Multicultural Affairs

Tuesday, 18 April 2006

36 Gerberding Hall

Chair Brian Fabien called the meeting to order at: 3:35 p.m.

Meeting Synopsis:

1. Discussion with Executive Vice Provost Ana Mari Cauce regarding the recruitment, retention and mentoring of minority faculty.
2. Approval of minutes from the February and March meetings.
3. Report from the Chair.

1. Discussion with Executive Vice Provost Cauce

After introducing Executive Vice Provost Ana Mari Cauce, the Chair opened the discussion by asking the Vice Provost to address the issue of mentoring under represented minority faculty – that too often those who leave the UW report that mentoring might have made the difference.

Provost Cauce responded by saying that there's no question about the current administration's commitment to increasing diversity, but the question of how best to do it is very complicated given a decentralized campus. Efforts need to be made primarily at the department and college level. Although the commitment is there, she is not optimistic about the goal of doubling minority faculty on the Seattle campus. The faculty as a whole is not growing because the student body is not growing due to the Seattle campus's space limitations. Most growth in minority faculty (and faculty in general) has been taking place at the Tacoma and Bothell campuses. Although many Seattle campus faculty members are approaching retirement age, change will be slower on the Seattle campus because the average retirement age keeps increasing. She noted that the average retirement age in Psychology is now 70.

Administration's current efforts include establishing a position of Associate Vice Provost for Diversity to focus on recruitment and retention issues. Ideally this vice provost will be able to visit as many faculty search committees as possible to help guide them toward recruitment practices that welcome and encourage diverse applicants. Search committees should also be reminded by their Dean of the importance of crafting recruitment materials broadly in order to attract the largest possible applicant pool.

In addition to working with search committees, the Associate Vice Provost for Diversity will be able to work at the national level to promote the UW as a welcoming place. In addition, he or she would be available to work with individual faculty members who are considering competitive offers and who need counsel as they approach the transition to full professor.

Vice Provost Cauce stressed the need for more training of Chairs, especially with regard to creating a welcoming departmental culture for under represented minorities. She mentioned that the Provost has made known to the Deans that there are funds available to help recruit minorities, but so far no Dean has taken advantage of that offer.

FCMA members acknowledged the value in what the Vice Provost had said so far, but were inclined to think that changes would be required at an institutional level in order to effectively change the climate at the UW – that although change from the bottom up is important, change from the top down is required to set a clear standard of expectation. This is vital not only for attracting minority faculty candidates, but students as well.

Vice Provost Cauce responded that the people who do the hiring are accountable to their Deans – and that the Provost is committed to re-instituting regular reviews of the Deans. A significant portion of that review would be an evaluation of how effective the school or college had been in the areas of recruitment and retention of minorities.

A question was raised about the large amount of money currently devoted to diversity programs – with disappointing results. FCMA members made it clear to the Vice Provost that they feel it's time that those programs be carefully evaluated – that hard choices need to be made and resources re-allocated in order to make sure that programs with the best prospects for success are funded.

A council member suggested that a program might be established that would assign a “diversity representative” to each faculty search committee as an outside observer and an advocate for creating a welcoming climate in the recruitment process.

Another suggestion was to build up a critical mass of under represented minorities in a one-time push of new hires, with funds allocated to cover salaries of new positions until attrition brings the number of faculty back down to more usual levels.

Concerns were expressed about the difficulty in the move to full professor because of the increasing difficulty in getting published and getting grant funding. The average age now for a first major grant is 41. Do requirements for tenure need to be reconsidered in light of these trends?

In summing up, the Chair emphasized to the Executive Vice Provost that upper administration should not be afraid to exhibit strong leadership with regard to diversity programs. Fewer well-funded and effective programs are much better than the many currently in place that as yet have not been effective. The Vice

Provost indicated that she would value further conversations with the Council on how to evaluate and pare down the current diversity programs. She acknowledged that with the significant changes going on in upper administration, now is the time to set the agenda and spirit that will be carried forward with those changes.

2. Approval of minutes from February and March meetings.

Minutes of the February 9 and March 17, 2006, were approved as written.

3. Report from the Chair

Vice President Rusty Barcelo's announced impending move to Minnesota raises a number of issues:

- What input does the FCMA have in a search for her replacement (it was noted that FCMA was not contacted in the selection of the interim VP);
- OMA has a \$3.5 million budget but is fundamentally an organization for undergraduate minority students. There is no parallel administrative structure for minority grad students and faculty.
- Is it time for another open letter to the president reminding him of the value of FCMA input in some of these decisions?

It was moved and seconded that the Chair send a memo to the Provost asking for FCMA representation on the following committees:

- Vice President, OMA search
- Dean, College of Arts & Sciences search
- Faculty Fellows

The motion was approved by a unanimous vote of the members present.

The meeting was adjourned at 4:55 p.m. *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, sfolk@u.washington.edu*

Present: **Faculty Members:** Fabien, Colonnese, Hart, Kozaki, Roy, Yang

Ex-officio Members: Macklin, Esteban

Absent: **Faculty Members:** Caredenas, Centurion-Lara, Fu, Hardy, Kaul, Lin, Lincoln, Tokumo, Yue-Hashimoto

President's Designee: Barcelo

Ex-officio Members: Lilard, Roseth