

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS
THURSDAY, April 5, 2007, 1:00 – 2:30 p.m.
239C Gerberding Hall

Chair Sumit Roy called the meeting to order at 1:09 p.m.

Meeting Synopsis:

1. Approval of Minutes & Announcements
 2. Christine Sugatan (representing Ed Taylor, Dean and Office of Undergraduate Academic Affairs)
 - Discussion on ideas for identifying and instituting an Under-Represented Minority (URM) Faculty Mentoring plan.
 3. Dr. Luis Fraga:
 - Your chance to meet with the new Associate Vice-Provost for Faculty Advancement, and discuss with him his perspectives and plans for URM faculty on campus.
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1. Approval of Minutes and Announcements

Chair Roy stated that there was no quorum today so that council members could just look over the March 6, 2007 FCMA minutes.

2. Christine Sugatan: Discussion on ideas for identifying and instituting a URM Faculty Mentoring Plan

Chair Roy provided a context for his invited guests. He noted that he is seeking to use an effective mentoring system to help find minority faculty. He stated that he has been consistently stonewalled with his inquiries, and there seems to be no individual identification system, no general data available. He would like to find forms to ask faculty to self-identify themselves as minorities.

Christine Sugatan, with John Sahr, provided a copy of the Faculty Fellows Program (FFP) schedule and a poster on Provost Workshops for Teaching and Learning. Sugatan described the weekly Faculty Fellows programs and workshops as part of an effort to mentor new faculty from the three campuses. She noted that they work to find new faculty issues by asking them what they are looking for. The FFP workshops address faculty issues such as effective lecturing and working with student athletes. Sugatan reported that the new faculty is given opportunities to work with Senior Fellows to evaluate their lectures if they want. She said that her office is seeking other ideas and other departments to partner with.

Sahr explained that there were about 100 participants, over half of whom came from UWB. He noted that another 100 could have come from UWS. The distributed booklet is a description of the weeklong programs available to new faculty participants. They have

attempted to clarify and simplify the workshops with the hope that new faculty fellows will attend them. Sahr noted that the FFP offers a variety of workshops so that new faculty can track and parallel them. Sahr expressed a desire for new workshop ideas and people to implement them.

Chair Roy asked about the session on diversity. He inquired whether that session is intended to give the feeling of community, in matters of race, gender, and diversity. The response was that they attempt to accomplish that. Sugatan noted that the session on diversity has been changing over the last two years. They want the topic up-to-speed so that faculty can discuss it. Roy asked if when they have a large number of participants it would be possible to allow for self-election as they pick and choose through the workshops. Sahr responded by saying that there are some parallel sessions that would allow for that. Roy replied that it would allow them to see who is following what and to then follow up with them.

Sahr explained that the FFP focus is an undergraduate orientation for faculty. The goal is to have new faculty come in and be effective in the classroom. But, he suggested, they could address the diversity issue because there are some structural elements in the workshops, like sessions on identity and diversity in the classroom that would allow for that. Chair Roy inquired if there would be any issue around releasing that information. Sahr responded that there was probably a way to do that properly. Roy stated that the mail list server was not moderated, and they must navigate this carefully. Sahr noted that the university is rightly defensive about that, but that they might encourage looking into models of self-selection. It would be possible to create tools to collect information on diversity. Council member Colonnese asked how the list sent to faculty of color about minority events was constructed. The guests outlined a careful and legal way to pursue this list. Colonnese then asked whether it is clear that the Vice Provost for Diversity in faculty is the position to which minority faculty go. Guest Fraga explained why he would be the person to address minority faculty issues.

Colonnese remarked that faculty of color face issues such as being pulled onto many committees and facing challenges to achieving tenure because of the nature of the research they conduct. Roy responded that in his own department the professional and personal are not so separate. Colonnese inquired about how we define the broad issues of diversity. For example, does it include disabilities?

Roy asked the guests what the process was for evaluating the effectiveness of the FFP workshops. Sugatan replied that there were daily evaluations for each session. Roy asked her about the data available from the diversity sessions. Sugatan replied that the sessions were well received. She described how the team leaders lead the diversity workshops using scenarios about diverse student-teacher issues that the participants would choose from and then act out. Roy noted that the focus was not on peer to peer collegial interactions or the kind between a faculty member and someone higher up. Sugatan explained that they offer something called "Faculty Conversations" which can focus in many different directions. Roy asked her who led the meeting. Sugatan replied that a group of Senior Fellows led the meeting. Roy commented that since this faculty is new to campus their group dynamics in

these workshops must be different from a group of established faculty, like this council. He wondered whether she got a sense of that, and if she knew if they were told that there are people they can contact beyond that week, as resources. Sugatan replied that the resource fair on the first day provides general information. In terms of finding resources, participants are told to go back to their departments and connect with their colleagues to map their way.

Chair Roy noted that the workshop that addresses matters of diversity has evolved, and he wondered *how* it has been with junior faculty. Sugatan described a bad presenter in the past, and said that now they want the diversity workshops to have more interactive sessions. The diversity workshop then becomes a placement issue. She explained that the place where new faculty can feel more comfortable talking about these issues is usually towards the end of the program.

Council member Colonnese asked Sugatan how the session on understanding student athletes, given the large amount of time devoted to it, is received by FFP participants. Sugatan replied that participants give a “mid-level” response and that it is a relatively new addition to the program. It was added to address the common misperception of student athletes. Colonnese spoke about the pedagogical challenges new faculty face because of the discrepancies between students in a classroom. He inquired if the workshop addresses those classroom discrepancies, and recommended broadening the athletic focus in the workshops. Sugatan noted that she would take ideas back to the office. Council member Macklin inquired if the workshops addressed students with disabilities. Sugatan replied that it gets touched on. Colonnese noted the “DO IT” program run out of the Office for Students with Disabilities and inquired whether they could be invited to be part of the FFP sessions. Sugatan noted that the program has room to grow. She added that her office acts as a resource for new faculty and directs them to the office they need.

Chair Roy inquired about how issues of diversity arise and how does that discussion happen. Sugatan noted that diversity is broadly accepted and it is not an issue out in front, but rather gets addressed throughout the week. Roy asked Sugatan if she thought having the FCMA council work with the Office of Undergraduate Academic Affairs on using self-elect information from the workshops to help identify minority faculty was a feasible idea. Council member Lillard asked whether using an email system to reach minority faculty might be more effective in reaching a wider pool of UW faculty. Roy asserted that he wants to use the mechanism of self elect as a starting point, and build upon it later.

Lillard asked Fraga what he thought about faculty mentoring. Fraga noted that the need has come up already. He said that it is more complicated for minority faculty whose work is interdisciplinary and that there was a need for a mechanism to monitor the initial mentoring relationship, in case it goes bad. He also stated that there was a need for transparency in standards for the faculty doing work that is less conventional. This means that the hiring process, promotion, and the risks that are involved when you do a different kind of work, should all be made clear for new faculty. Roy noted that faculty of color tend to leave just before and after getting tenure.

A discussion ensued around the use of retired faculty as mentors for new faculty.

3. Dr. Luis Fraga

Guest Fraga described his new position as the New Associate Vice-Provost for Faculty Advancement, and noted that he represents “historically underrepresented faculty” (HUR). He said that he works with the promotion and retention of HUR and his goal is to be transparent and more inclusive to the context of diversity, without including everything as being “historically underrepresented.” He described his role as increasing the intellectual diversity of the university, even if it doesn’t come from the HUR. Fraga described his relationship with the Deans’ offices as collaborative. He noted that the challenge was to show how these are good circumstances to support his efforts.

A discussion followed on how Fraga will work within the context of the university. Whether he is facing a recalcitrant department not willing to hire minorities or one not willing to direct resources towards them, Fraga said that he has a better chance with a good relationship with the Dean. Roy reiterated the significance of relationships in creating new entities to achieve departmental goals. Fraga noted that he had no chance in moving a recalcitrant department Chair without some pressure from above. Council members discussed cluster hiring.

The meeting was adjourned at 2:40 p.m.

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

Present:

Faculty: Colonnese, Roy

Members of Representative Groups: Lillard, Kim, Macklin

Absent:

Faculty: Fu, Hart, Kaul, Kozuki (excused), Lin, Yang (excused), Yue-Hashimoto (excused)

President’s Designee: Edwards Lange (excused)

Members of Representative Groups: Diaz, Roseth