

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

The Special Committee on Minority Faculty Affairs met on **Thursday, March 20, 2003**, at 3:00 p.m. In the chair's absence, William James presided.

**PRESENT:**     *Professors* Huang, James  
                  *ex officio members* Murata, Gallardo, Eugene, del Rosario

**ABSENT:**     *Professors* Fabien, Koenig, Lopez-Guisa, Ramulu, Spigner, Bae, Colonnese,  
                  *ex officio members* Morishima, Remick, Simmons, Butler

**Synopsis**

1. Announcements
2. Discussion of "What Are We Doing" memo on new projects

James called the meeting to order at 3:00 p.m. There being no quorum, approval of the minutes was postponed.

**Announcements**

Members announced the following items of interest to fellow Committee members:

A student demonstration against the proposed war in Iraq is proceeding toward downtown Seattle this afternoon. A significant Seattle police presence is in evidence on the borders of the UW Campus and campus police are patrolling the Central Parking Garage. News media are on the premises.

The Faculty Senate has approved a resolution to organize a Day of Learning early in Spring Quarter on Middle East issues, which will include recognized experts on the situation in Iraq. The date for this campus-wide event has yet to be set.

Cynthia del Rosario announced that the next Time to Talk dinner will be held on April 4, at the Seattle Sheraton Hotel, from 5:00 to 9:00 p.m. On the agenda are addresses by Tito Guerrero and Yolanda Moses, who are university presidents of color, followed by facilitated discussions of race at each table. Cost for the event is \$45. Gabriel Gallardo commented that he has attended one of these dinners and found it very helpful in raising awareness. A cadre from the Office of Minority Affairs will attend.

Rosario also announced that the Spring Reception for Faculty of Color will be held on Thursday, May 22, at the Faculty Club. All are encouraged to attend.

Gallardo announced that the Office of Minority Affairs will host Dr. Isaiah Warner, Vice Chancellor for Strategic Initiatives at Louisiana State University, who will speak on mentoring of African-American students. Dr. Warner is a recognized expert with many awards for mentoring. His lecture will take place at the Ethnic Cultural Theater, Monday, April 14, from 10:30-12:00. Gallardo will forward invitations to Committee members.

**April Snack Meeting**

It was decided that the April meeting would include snacks – members should bring food to share.

## **"What Are We Doing" Discussion**

### **How We Got Here**

Del Rosario opened the discussion by asking (as a relative newcomer) what the objectives of the Committee are, and how others came to serve on the Committee. Both ex officio members (who are nominated by various administrative groups and campus organizations) and faculty members (who volunteer) are approved by vote of the Faculty Senate, and serve terms of varying length as part of the campus ethic of service to the University. The Faculty Senate is the University's governing body, whereas the UW administration implements policies set by the President, the Regents, and the Faculty Senate.

Corey Murata said that librarians of the Associated Libraries of the University of Washington (ALUW) sit on every Faculty Senate Council and Committee. He volunteered for Minority Faculty Affairs in part because one of the objectives formulated in the Libraries' recent self-study is to recruit more faculty of color – at present, all minorities except Asian-Americans are under-represented and the profession includes primarily women librarians.

### **What Are We Doing**

James commented that Minority Faculty Affairs is supposed to help the University find ways to recruit, promote, and retain faculty of color. The plan for doing that has not always been clear to him, though some events sponsored by the Committee have been helpful to him personally. He cited a workshop organized a few years ago by Brian Fabien and Clarence Spigner, which helped James think of his career in terms of packaging and marketing himself.

Gallardo said that one of the Committee's objectives, as started in the Committee charge, is to report to the President on the status of minority faculty. James asked if reporting had been regularly done, and would like to research prior reports to identify trends in minority representation. No report was done this year, or last year, but there may be copies of previous reports in the Faculty Senate archives. Jim Morishima, who is more senior on the Committee, may also have report copies.

James commented that the City of Tacoma, for example, has hiring goals for minorities. The UW should also have recruitment goals, based on appropriate percentages of minority representation as reflected in the general population. If these targets are not met, the Committee should be able to question the efforts at recruiting and retaining minority faculty.

Last year, former Committee member Cathy Lindenberg used the Remick data to begin creating a database that would show trends in minority faculty representation. A replacement for Lindenberg should be found, and the database should be completed. This would make it easier to do yearly reporting to the President and keep this issue on the table. With numbers, said James, you've got something to talk about.

When the report is created, it can also be circulated to Deans and Chairs as a benchmark and updated yearly to show trends. A subcommittee should be appointed to implement the report – the subcommittee can develop a model report that can be used year after year so trends can be easily identified. Perhaps Committee members could work in pairs to do sections of the report.

Commenting on other work of the Committee, del Rosario reminded Committee members that her Faculty Climate Survey is still in the works, that the Committee has endorsed the project, and that she would like Committee members to comment on the survey. James said that the future of surveys is to do them online, and lauded this as an easier and more immediate way to gather and retain the data.

Murata raised the issue of exit interviews – has anyone ever figured out what it would take to actually have exit interviews, even if they were strictly voluntary? Del Rosario wondered how it works in other places – it's a good idea, but there are lots of reasons not to participate. Murata agreed, but thinks it would

be worth trying, just to get the benefit of the experience of those who are leaving and ask them why they're going. Did they not get tenure? Are they moving up a notch? Is it a salary issue?

James said these experiences could be included as anecdotes in the yearly report to the President. Perhaps it would be a good idea to sample specific parts of the University rather than trying to catch everyone who leaves. Best practices could also be recommended based on these data, and included in the report.

Del Rosario suggested that post-tenure interviews could be of great value. People might be more willing to talk about their experiences after they have achieved tenure than after they have decided to leave. She also suggested that the Committee encourage Deans and Chairs to come to a Committee meeting and talk about recruitment and retention tools (such as the online toolkit) and best practices in recruitment. It is probably too late to do that this year, but could be planned for next year.

James said that all these ideas could be good uses for the report the Committee is developing. He recommended that Committee members volunteer to write a portion of the report, and that the Committee use its next three meetings to develop a month-by-month timeline for next year, so that the tasks needed to achieve the Committee's goals can be identified and completed.

Action items:

Further progress on the report to the Faculty Senate.

Planning for next year.

Develop timeline for next year.

Call or email absent members and encourage them to attend Spring Quarter meetings (assignments made).

The meeting was adjourned at 4:30 p.m. *Minutes by Linda Fullerton, Recorder.*