

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

The Special Committee on Minority Faculty Affairs met on **Tuesday, March 19, 2002**, at 3:30 p.m.  
Chair Tom Colonnese presided.

**PRESENT:**    **Professors** Colonnese, Huang, Spigner  
                  **ex officio members** Butler, Morishima, Remick, Teng, Gallardo

**ABSENT:**     **Professors** Bae, Fabien, Gamboa, Koenig, Madison, Lindenberg, Ramulu  
                  **ex officio members** Gobran

Synopsis

1. Approve agenda
2. Approve minutes
3. Announcements
4. Progress on minority faculty list
5. Progress on minority trends and outcomes database  
    Appoint subcommittee?
6. Committee's charge  
    Historical information  
    Class C Resolution?

Colonnese called the meeting to order at 3:45 p.m.

**Approval of agenda**

The agenda was approved.

**Approval of minutes**

There being no quorum, approval of the minutes was postponed.

**Committee's charge**

Committee members have been reviewing the Committee's charge and have decided to revise it. If the charge is revised to allow the chair or designee of SCMFA to work with Councils, the Committee can be much more effective. Colonnese reported that that the charge can be changed by a communication to the Senate Executive Committee.

Gabriel Gallardo remarked that the charge is not very specific - he would like the charge to identify specific areas for the Committee to work on. Johnnella Butler hoped the Committee would add Ramulu Mamidala's wording from the last meeting, in which he broke down the Committee's present charge into three major components. Other members proposed language that would more clearly define the work of the Committee. The group also spent some time studying the original charge drafted in November, 1982.

After the Committee compared the current charge and the original charge, and considered the appropriate language to describe the Committee's work, it was proposed that most of the original charge be used, with the addition of the wording proposed by Mamidala. With all proposed revisions were included, a Class C resolution to propose a revised charge might read as follows:

BE IT RESOLVED that the mandate of the Special Committee on Minority Faculty Affairs is to review the status of minority faculty and to propose measures to correct inequities by:

- Providing a written annual report to the Faculty Senate containing statistical data on the status of minority faculty, including facts and trends in hiring, promotion and retention.
- Proposing measures for improving the status of minority faculty, including employment issues, climate issues, and other issues and concerns that may arise.
- Promoting equitable treatment of minority faculty by defining and implementing solutions, in its role as a consultative body to the Faculty Council on Faculty Affairs. The chair of the Special Committee on Minority Affairs, or the chair's designee, shall continue to be a permanent member of the Faculty Council on Faculty Affairs, and the chair, or the chair's designee, may represent the Committee on other Faculty Councils as appropriate to carry out the Committee's mandate.

Tom Colonnese will edit the language of the charge further, for possible submission as Class C legislation. The yearly report described in the charge was deemed very important by the Committee - possibly this could be created as part of the year-end report on the Committee's activities, which is written by the Chair and posted on the faculty Senate Website. Colonnese said this kind of reporting would be a perfect use for Helen Remick's data on minorities.

### **Minority Faculty Reception**

Butler said her office and Rusty Barcelo's office have funding available for a minority reception in the fall and one in spring. This is something the Committee can work on if they wish to have such an event.

### **Office of Minority Affairs Report**

Gabriel Gallardo reported that Minority Affairs still has a Vice President who reports directly to the President, but everything else in the office has been restructured. There is now an Assistant Vice President for Academic Support (Emile Petrie), an Assistant Vice President for Outreach (Enrique Morales), and an Associate Vice President for Pre-College Programs (Bill Baker).

Programs have been reassigned as follows:

#### **Academic Support**

Counseling  
Ethnic Cultural Center and Theatre  
EIP  
Student Support Services

#### **Pre-College**

GearUp  
Educational Talent Search  
Upward Bound

#### **Outreach and Recruitment**

Student Ambassadors

There may be another change in the structure of the office, and there is a retreat scheduled for the week of April 18. Rusty Barcelo is presently assessing all the programs her office administers for effectiveness and funding levels. Her office is also responsible for diversity on the Bothell and Tacoma campuses.

Colonnese said that even this early in the admissions process, undergraduate applications are up - this is a good indication that some of the diversity remedies implemented in the last two years are having some effect. Graduate applications are about the same but, with budget cuts threatening to reduce the number of TA and RA positions available, the yield (ratio of applications to admissions) remains to be seen.

Tuition increases for Washington residents may also affect the diversity picture - while State need grants will increase in proportion to tuition increases, more of these grants typically go to students over age 21

who are applying as individuals. When younger undergraduates and their families take a hard look at financial aid offers, they may not choose to (or may not be able to) enroll at the UW.

Clarence Spigner observed that this kind of analysis should also be reported to the President of the Faculty Senate as part of the Committee's annual reporting.

For next meeting, Colonnese will revise the Committee's charge for submission to the Faculty Senate as a Class C resolution. Cathy Lindenberg, who could not attend this meeting, has advised via email that she and Helen Remick will meet to create data tables the Committee can work with.

The meeting was adjourned at 4:45. *Minutes by Linda Fullerton, Recorder.*