

University of Washington
Faculty Council on Multicultural Affairs
Tuesday, 17 March 2006
36 Gerberding Hall

Brian Fabien called the meeting to order at 9:05.

Meeting Synopsis:

1. Announcements and Approval of Minutes
2. Report on Reception
3. Spring Faculty Mentoring Workshop
4. April Meeting

1. Announcements and Approval of Minutes

Brian Fabien expressed his hope that FCMA make better use of the Web – perhaps in conjunction with the OMA website. Rusty Barcelo assured the Council that the current plan for a renovated OMA website includes links to FCMA and will have more information in general for faculty. Bob Roseth will send Rusty Barcelo the name of the new UW Webmaster.

Due to a lack of quorum, approval of the February minutes was deferred until the next meeting.

2. Report on Reception

Brian Fabien reported that the Reception (held the night before) was not well-attended. About ten people (out of an expected 30-40) showed up. The reasons for poor attendance included timing (finals week) and advertising that was neither effective nor enough.

Next time, the event will be a lunch, scheduled on a Tuesday during the third week of the quarter. Rusty Barcelo will ensure that the e-mail list for sending announcements list is updated and complete, and Bob Roseth suggested including an announcement in *University Week*. Bob noted that it usually takes two or three exposures for an event to attract someone's attention. Inviting the Provost might also boost attendance.

3. Spring Faculty Mentoring Workshop

FCMA hosted a faculty mentoring workshop three years ago. The need is still clear, and it's time to begin planning another workshop for later this Spring. Fabien asked the Council to consider who would be the target audience, who

would be the “presenters” and what would be the format for such a workshop. Elements of the discussion included:

- The value of tying the workshop into another event, possibly sponsored by individual Colleges or Departments;
- Researching what Deans are doing along these lines independently;
- How deans, directors and chairs (DDC) can be encouraged to convey (beyond salary increases) the value minority faculty bring to their departments, schools and colleges;
- How to create a culture of support for minority faculty at the UW;
- The Provost needs to ensure that new DDCs are consistently provided with diversity training;
- The UW needs to face the fact that it isn't an equal playing field for minority faculty; there needs to be a serious conversation about overt and covert racism;
- Racism often emerges as an awareness issue; people are often not aware of cultural sensitivities;
- The Workshop could include Dean Hodges' report as a jumping off point for discussion:
- Perhaps the Office of Equal Opportunity could serve as co-sponsor;
- Perhaps what's needed is a workshop specifically for faculty of color to address the hard realities of being on the faculty of a major research university:
- Isolated success stories (including the UW's Advance Program and Fabien's own experience within his department) should be a part of this Workshop;
- Many UW minority faculty members are involved in countless outreach efforts that bring young people to campus from high schools and junior high schools in hopes of exciting their interest in coming to the University. These efforts should be catalogued – perhaps in an article in *University Week*.
- Sheila Edwards and Stephanie Camp have been very effective at pulling together events such as this one.

Brian Fabien suggested “Creating a Culture of Support for Underrepresented Minority Faculty” as a theme for the workshop for DDCs as well as for minority faculty.

What would distinguish this Workshop from the meeting Dean Hodges hosts for all faculty? The purpose of the Workshop would be to bring faculty of color together and to talk about their experiences in academia. In addition to faculty from the Seattle, Tacoma and Bothell campuses, this Workshop would include graduate students who will soon be earning PhDs (prospective new faculty members) and DDCs. Fabien would open the meeting with a welcome and perhaps a review of recent diversity/climate studies. He would also lay ground rules for the discussion and would then ask each presenter to address a specific

question. These presentations by DDCs would be limited to 5-10 minutes to ensure that the majority of the workshop (two hours, max) is retained for candid faculty discussion. To ensure safety and anonymity of faculty members, 3x5 cards will be distributed so that faculty can submit questions in writing. These anonymous questions would be answered first; then the meeting would be open to further questions from participants and general discussion.

Fabien will look into the possibility of tying this event into the President's Town Hall Meeting on May 12. He will suggest doing the Workshop 2-4 p.m., followed by the Town Hall meeting, 4-5 p.m.

Possible participants:

- *At the Dean level:* David Hodge, Ana Mari Cauce or Cheryl Cameron, Martha Somerman, Patricia Wasley.
- *At the Chair level:* Tom Daniel.
- *At the Faculty level:* Karen Lincoln, Charlotte Cote, Horacio de la Iglesia, William Bradford, Lea Vaughn.

This would be seen as the first of many workshops on faculty mentoring. Participants at this first workshop should be asked for their suggestions on what future workshops should include to make them most helpful.

Fabien will work on a proposal for the Workshop based on the Council's discussion and will distribute a draft for Council review within the week

4. April Meeting

Ana Mari Cauce will be at the next meeting of FCMA to discuss the University's vision statement.

The meeting was adjourned at 10:25. *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, sfolk@u.washington.edu*

Present: **Faculty Members:** Fabien, Kaul, Tokuno, Yang
 President's Designee: Barcelo
 Ex-officio Members: Roseth

Absent: **Faculty Members:** Centurion-Lara, Colonnese, Fu, Hardy, Hart,
 Kozaki, Lin Lincoln, Roy, Yue-Hashimoto
 Ex-officio Members: Lilard, Macklin

Guests: Cheryl Angeletti-Harris, Assistant Vice Provost for Equal
 Opportunity