

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

The Special Committee on Minority Faculty Affairs met on **March 7, 2005**, at 9:00 a.m. Chair Brian Fabien called the meeting to order at 9:05.

**Synopsis:**

1. Announcements, minutes, Chair's report
2. Faculty availability data (Remick)
3. UIR proposal: Undoing Institutionalized Racism
4. Faculty Diversity Workshop.

**Announcements, minutes, information requests**

The minutes were approved. The agenda was approved.

Fabien reported that he and a small group that included Clarence Spigner, Stephanie Camp, and Rusty Barcelo met with President Emmert to discuss the open letter on diversity that was published in the UW Daily. The group found Emmert receptive to their suggestions for improving the current situation:

- Cluster Hiring
- Reinstatement of the President's Minority Faculty Fellows program
- Commitment to mentoring and advocacy
- Challenge to I-200

In fact, President Emmert had already undertaken an I-200 challenge, for which the group congratulated him. Fabien was optimistic about the meeting, but also said that results will not be evident until six months or so have passed. Fabien reported that President Emmert wants a meeting with SCMFA in Spring Quarter on diversity issues. The President will name the date and the Council will make itself available.

Fabien reported that the process for SCMFA to become a council is well underway. It was the consensus of the group that the word "minority" should not be part of the proposed Council name; the Faculty Council on Multicultural Affairs (FCMA) will be proposed.

**Faculty Availability Data**

Helen Remick presented the most current data on faculty ethnicity, which is based on the categories used in the 2000 census. In order to be counted, faculty have to self-identify; the UW doesn't attempt to do visual identifications. As a result, some minorities (e.g., Latinos and Latinas who may not identify as "Hispanics") may not be accurately counted. There is also some confusion since I-200 was passed – some people mistakenly believe the UW no longer has the right to ask questions about ethnicity. The fastest growing student ethnic group, Remick reported, is now "Refuse to answer."

Anyone who wishes to see how they have been ethnically coded can go to the Employee Self Service site on MY UW and check their code or change it. Rusty Barcelo suggested that a workshop on the ethnic terms and what they mean would be useful. Remick said there are ways the data collection could be made more efficient; it just takes time and money to accomplish it.

**"Undoing Institutionalized Racism" (UIR) Proposal**

Barcelo announced that the UIR program, developed by a group external to the UW, is in use at the UW. The program is expensive, Barcelo said, costing about \$300 per person, but it has been very successful in

identifying campus climate issues and classroom climate issues. Barcelo hopes there will be support from the Deans, Directors and Chairs in using this program despite its expense.

### **Faculty Diversity Workshop**

Johnnella Butler introduced guests Sally Dickson, AVP for Faculty Development at Stanford University and Sheila O'Rourke, head of the diversity program at UC Berkeley, who have been visiting the UW as part of a Faculty Diversity Workshop.

In discussing her school's diversity efforts, O'Rourke said there is no general retention or mentoring policy for faculty at the University of California – each campus in the system develops its own policy, and faculty of color are not singled out. O'Rourke said it is against UC policy to require faculty to do workshops or luncheons, but there is a long list of what can and cannot be considered during the P&T process. Faculty contributions to diversity can be counted. O'Rourke said it is very important to involve faculty who have just been granted tenure (retreats, etc.), so that faculty of color can become acquainted and support each other as well as junior faculty and grad students of color.

Dickson reported that Stanford has a mentoring policy that encourages Deans and Chairs to mentor all junior faculty. She holds workshops where the Stanford President and Provost come to update Deans and Chairs on policies – there is always a mentoring segment during these workshops. Stanford is now calling “elders” (emeriti and full professors) to participate in a luncheon program to impart to junior faculty their wisdom on the P&T process.

Dickson said there are programs that can be done with minimal funding, but it's important to be proactive and creative about recruitment and retention. Stanford has a program called the Institute for Comparative Race and Ethnicity that supports seminars, evening events and a fellows program – after 20 years at Stanford, this is now a place for faculty of color to enjoy collegiality, address issues, and encourage new faculty. Stanford's President is active in the group and attends to reiterate the school's commitment to diversity. Dickson herself makes it a practice to meet informally with faculty of color to hear concerns and challenges they wish to share. She also meets with Deans regularly to go over their Affirmative Action plans and jointly assess what they are doing to reach out. There is political opposition to diversity efforts in California, Dickson added, but that does not stop her from quietly advancing her programs.

During general discussion, it was agreed that the UW could benefit from adopting some of these ideas, including 30-40 minute talks in faculty meetings, workshops and seminars, and liaison with Deans. Fabien suggested that a quarterly lecture and reception series on FOC topics would be useful. There has been some time spent on grad student issues – it's now time to turn attention to faculty issues.

Barcelo reminded the group to support the Sam Kelly Lecture Series, which has its inaugural April 21 when it hosts Quinton Taylor. It would be important to build community for future lectures.

The meeting was adjourned at 10:27 a.m. *Minutes by Linda Fullerton, Recorder.*

- PRESENT:**     *Professors:* Fabien, Kozuki, Lin, Tokuno, Yang  
                  *ex officio:* Lillard, Remick, Vaughn, Butler, Barker, Barcelo
- ABSENT:**     *Professors:* Cardenas, Colonnese, Huang, Centurion-Lara, Yue-Hashimoto, Roy  
                  *ex officio:*
- GUESTS:**     Sally Dickson, Stanford University  
                  Sheila O'Rourke, University of California Berkeley