

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS  
TUESDAY, March 6<sup>th</sup>, 2007, 10:30 a.m.-12:00p.m.  
36 Gerberding Hall

Chair Sumit Roy called the meeting to order at 10:40 a.m.

Meeting Synopsis:

1. Approval of Minutes, Announcements/New Business
2. FCMA Resolution
3. Proposal to include members of representative groups as voting members of FCMA
4. Ana Mari Cauce (Executive VP): Discussion on results of efforts to improve numbers and campus culture for Minority Faculty

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**1. Approval of minutes, Announcements/New Business**

Chair Roy asked for a motion to approve the January 10<sup>th</sup> and February 6<sup>th</sup> meeting minutes. Council members offered no changes and passed the minutes unanimously.

**2. FCMA Resolution**

*The Faculty Council on Multicultural Affairs hereby recommends that a member of the Council or its representative be appointed as a voting member on all searches for senior administrative positions, i.e. at and above the level of College Deans (academic chain) and Vice Provosts/Presidents (administrative chain).*

Chair Roy introduced the FCMA resolution to the council for discussion. Guest Cauce said that while she understood the sentiment, she questioned whether or not the resolution would actually be implemented. She explained that usually the Faculty Senate has perhaps one or two representatives on the search committee and a more practical route would be for FCMA to petition the Senate to be one of those representatives. Roy emphasized the importance of getting minority representation in light of how search committees are formed. A motion was made to support the resolution. The council members passed the resolution unanimously.

**3. Proposal to include members of representative groups as voting members of FCMA**

*In order to increase the chances of achieving a quorum at future meetings, the Chair proposes granting voting rights to Sheila Edwards Lange, the President's Designee to the Council, and Laura Lillard, the ALUW representative to the Council. Both attend meetings regularly and are active contributors.*

The proposal was put forward by Chair Roy for discussion and vote. A council member inquired whether the proposal was in keeping with Senate guidelines. Roy responded that he had checked with both Gerry Philipsen, Secretary to the Faculty Senate, and the Faculty Senate. A motion was made to pass the resolution. The motion was passed unanimously by council members.

#### **4. Ana Mari Cauce: Report of Minority Faculty CORD Project**

Cauce handed out a copy of the final report of the Minority Faculty Collective: Resources for Diversity Project. Chair Roy inquired about the status of the project's partnership with the Administration. He stated that he would like to see them work together in selecting actions items from the report to implement.

Cauce spoke about the effective ways in which women faculty have been mentored, and outlined previous ways in which the university has attempted mentoring, and failed. Cauce emphasized that faculty members were most effectively served when they had a mentor both from within and outside their departments. She noted how difficult it can be for junior faculty to admit what they don't know, as well as awkward for them to admit their challenges to their department chair. Cauce suggested a pilot program for mentoring.

Chair Roy pointed out the importance of trust. He explained that junior faculty have a hard time when they know they are being evaluated by senior faculty. In the engineering department, he noted, there is a difference in expectation for the type of mentoring offered. It is more about the trust in relationships between junior and senior faculty. Cauce then outlined two types of mentoring. The first type she called the brass tacks approach. This approach offers junior faculty access to knowledge. In nursing, for example, junior faculty are assisted in the process of writing their first grant through a mini-panel review. The other type of mentoring involves underrepresented minorities, such as women in science. Cauce noted how minority groups are more likely to think about giving back to the community, and how this can clash with faculty expectations that focusing on personal research is more important.

Chair Roy then asked if there was a way to send messages down to the Colleges and Deans. Cauce said that she has seen cases where the Dean speaks well of faculty and that carries weight. Department chairs also carry persuasive power that perhaps they don't realize.

Chair Roy raised the issue of minority faculty promotions in engineering. He noted that if minority faculty research is not above the bar, they are not seen as getting voted tenure, even though they have other types of support. Cauce responded that there is some leeway to promotion to full professor within the faculty code. She referred to the two percent rule that allows a faculty member to be promoted without research. Council member Yang noted that changing the educational culture will be difficult, and that placing the emphasis on mentoring is more positive and rewarding.

A discussion ensued around the topic of tracking minority leadership development in minority access to funded science research. Roy acknowledged that this access is increasingly mediated by culture, and since the Federal Government requires diversity within its funded research, minorities must find cultural ways to access that culture. Roy pointed to the institutional ways that science funding requires diversity. Cauce cautioned that the meaning of “diversity” in science funding should not be limited to any particular group. Pointing to a data sheet that tracks the metrics on diversity at UW, Cauce noted that between the fall of 2004 and the fall of 2006 the percentage of minority faculty is not growing. She stated that for underrepresented faculty, the problem is their lack of numbers.

The council also addressed the importance of minorities getting into the position of Department Chair because this is the basis to rise to the next level. Cauce noted how few women have been appointed department chair.

**The meeting was adjourned at 11:50 a.m.**

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

**Present:**

**Faculty:** Kaul, Kozuki, Roy, Yang

**President’s Designee:** Edwards Lange

**Members of Representative Groups:** Lillard, Diaz, Roseth,

**Absent:**

**Faculty:** Colonnese (excused), Fu (excused), Hart, Lin, Yue-Hashimoto (excused)

**Members of Representative Groups:** Kim, Macklin