

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

The Special Committee on Minority Faculty Affairs met on **February 21, 2001**, at 2:30 p.m. Chair Brian Fabien presided.

PRESENT: *Professors* Fabien (Chair), Gamboa, Koenig and Madison;
ex officio members Butler, Gallardo, Pine, Remick and Vaezy.

ABSENT: *Professors* Lindenberg, Ramulu and Spigner;
ex officio members Colonnese, Shaw, Teng, Zhao and You.

Approval of minutes

The minutes of January 24, 2001 were approved as written.

Candidates for Vice President for Minority Affairs - Brian Fabien

The third candidate among the three finalists for the position of Vice President for Minority Affairs, Sandra E. Madrid, will meet with SCMFA members on Friday, February 23, 2001. The two other finalists, Nancy Barcelo and Valarie Greene King, have already met with the committee.

Gamboa said President McCormick would like to hear from people who have met with any or all of the candidates. It was suggested that, after Friday's meeting with Sandra E. Madrid, all SCMFA members who have met with any or all of the candidates could send Fabien their comments via E-mail, and then a committee response could be synthesized and sent to the President's Office. The deadline for the submission of comments is February 28th.

Fabien asked if members believe the "process" for selecting the candidates to be a good one. Gallardo and Remick both said they believe it is a good process. Gallardo, who will have met with all the candidates, said the process "gives a good idea of the strengths and weaknesses of the candidates." And he agreed with Remick that the three finalists are all strong candidates. Remick said the position was widely advertised, and that 80 applications were received. The 80 were whittled down to 10, and those 10, to the three finalists.

Remick noted that Vice President for Minority Affairs at UW is a prestigious, capstone position, in the largest such program in the country. The position's responsibility is to undergraduate education, just as Johnella Butler's position (Head, Graduate Opportunities, Minority Achievement Program, in the Graduate School) is responsible to graduate education. The new Vice President for Minority Affairs will have an expanded area of influence, with greater involvement in the larger community. She will make the kinds of links with the community that students desire on behalf of enhanced diversity at UW.

Spring event planning

Fabien said the special committee should be doing a spring event; the question is: Which event? Should it be a meeting with President McCormick and faculty, or a meeting of faculty only? (SCMFA will be meeting with President McCormick on its own, at a date to be determined.) The spring meeting, though open to all faculty, will be primarily for minority faculty (certainly the issues addressed at the meeting will be those pertaining to minority faculty). Remick said that if President McCormick were invited, the attendance would in all probability be higher. Fabien agreed, but added that a very specific agenda would be necessary if the President were invited; he invariably wants to know exactly what he is being asked to do or to consider.

Fabien said another possibility for the spring event would be to gather faculty together for both social and issue-related purposes. It was agreed that the event would best be held on a Tuesday, Wednesday or Thursday. Food and drink could be offered, say, at 4:30 p.m., and, following a half-hour or so of casual

conversation, a small agenda of organized discussion could commence at 5:00 p.m. Vaezy suggested that the event definitely be social, “and not just another meeting.” Fabien said, “We need to get the disgruntled minority faculty involved. This event would help.”

Remick said her office (EOO) will help organize and publicize the SCMFA-sponsored event, but she needs to know exactly which faculty are to be included, and if anyone other than faculty is to be invited. (Butler said that her office could also lend support.) Council discussion resulted in several possibilities, but it was decided to invite all ladder faculty and librarians, who, though not “faculty” in the strict sense of the word (though in many peer institutions librarians are indeed faculty), nevertheless do teach and are part of a ladder system as structured as that governing UW faculty.

Butler said it would be a good idea, in planning the event, to identify five or so salient issues on which the discussions could focus.

SCMFA-sponsored diversity-related Web site

Vaezy said it would be a good idea to establish and maintain a Web site on which people could discuss and identify issues of concern to minority faculty at UW. The Web site could be linked to other Web sites concerned with similar issues throughout the campus. Fabien said he has a list-serve of about 80 faculty from which to draw. But there is no way to tell which minority faculty are not on that list because a complete list of minority faculty at the University (at all levels) is not available for dissemination.

Fabien said funding for such a Web site is not hard to come by. “But we would have to have a specific idea of what the Web site would look like; what its layout would be; what would appear on the Web site.” When that is determined, and someone is found to build and maintain the Web site, it could easily be linked to diversity-related sites throughout the campus. The following sites were named: 1) the President’s Diversity Web Site; 2) OMA; 3) MOSAIC; 4) GOMAP; and 5) EOO. Fabien said it would be desirable to have a Web site designer come to an SCMFA meeting to discuss the project.

Butler recommended that the committee ask junior faculty what they would like to see on the Web site. The committee thought this an excellent recommendation.

Faculty of color comparison: 1999-2000 to 2000-2001 (Ladder faculty by job category)

Remick distributed a chart showing a faculty of color comparison: 1999-2000 to 2000-2001.

The only significant change was among Asian faculty: 204 overall in 1999-2000, and 223 overall in 2000-2001; with a rise in professorships from 45 to 50. The Black count rose by only one to 66; the American Indian count rose by only one to 8; and the Hispanic count fell by one to 60. Black professorships rose by two to 24; American Indian professorships dropped from two to one; and Hispanic professorships dropped from 17 to 16.

Proposed copyright policy

Fabien said there is a proposal to change the current copyright policy at UW. Specifically, the proposal would change the language describing what faculty do at the University, including publications. The new category would be “Work for Hire.”

In current practice, the University gives back to faculty the right of ownership. Under the new policy, some of what faculty do, by way of publication and lectures on the Internet, for example, would be subject to the “Work for Hire” absorption by the University. The University would then be free to sell the work, or do whatever it chooses to do with the work. The University would not be compelled to ask faculty if they could do this; they could simply do it. The University has said it will not interfere with “academic freedom”; this proposed policy casts ironic light on that assertion.

Most faculty, it goes without saying, are intensely displeased with this prospect. The proposed policy brings to the fore the question: What do faculty own?

A subcommittee of the Faculty Council on Faculty Affairs (FCFA) is looking into this issue. One aspect of the copyright policy of significant import is that it is tied to the State Ethics Code.

Next meeting

The next SCMFA meeting is set for Wednesday, March 28, 2001, at 1:30 p.m., in 36 Gerberding Hall.

Brian Taylor
Recorder