

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

The Special Committee on Minority Faculty Affairs met on **Thursday, February 20, 2003**, at 3:00 p.m. Chair Tom Colonnese presided.

PRESENT: *Professors* Bae, Colonnese, Huang, James
ex officio members Murata, Gallardo, Eugene, del Rosario

ABSENT: *Professors* Fabien, Koenig, Lopez-Guisa, Ramulu, Spigner
ex officio members Morishima, Remick, Simmons, Butler

Guest: Brian Turner, UW Daily

Synopsis

1. Discussion of Remick data
2. Discussion of Michigan Case--Gabe Gallardo for Vice President Barcelo
3. Discussion of new projects

Colonnese called the meeting to order at 3:00 p.m.

Discussion of Remick data (minority faculty reports)

Colonnese introduced Mary Alyce Eugene, representative from Helen Remick's office who will serve as a resource person for Committee members as they interpret the data on faculty ethnicity. Eugene said that the data in the report comes from two different places - the faculty history file for the years 1996-2001, and the raw source data for 2002.

The reports do not include data for Lecturers and Senior Lecturers. It would be important to have these data, Colonnese said, because the Lecturer classifications include a disproportionate number of women. Eugene said those data are available back to 1997.

Discussion of the reports revealed that the numbers for American Indian faculty at the UW are well below the numbers for American Indian populations in the nation and especially in the state of Washington. UW faculty numbers are .2% for males and .1% for females, while American Indians represent 1% of the national population, and 3% of the population of Washington State.

Numbers for African Americans are also low – only .7% of UW faculty members are African American females, and only 1.2% are African American males. This is much lower than the level of representation in the general population, and the number has not changed over several years.

Asian faculty have made some gains, but all other minorities have remained static. The only truly significant movement in faculty distribution has been a decrease in white males with a corresponding increase in white females. For better understanding of the implications of these data, they should be compared to the number of Ph.D. degrees earned in the corresponding years. How many potential faculty members of each ethnicity earned doctorates, and what percentage of those did the UW recruit and hire?

James wondered if the Remick data could be broken down by the three UW campuses – there are only a few faculty of color on the Bothell and Tacoma campuses.

Colonnese called for new hiring strategies and best practices to correct these inequities in recruitment of a diverse faculty. William James recommended more widespread of the online Faculty Recruitment Toolkit

for use in diversifying the faculty. Cynthia del Rosario agreed that the Toolkit can be useful, but only if the recommendations are actually carried out. The Toolkit needs to be better publicized, in University Week and with everyone on the Deans, Directors, and Chairs List.

Colonnese has also been invited to one of the Provost's Diversity Workshops, where student retention and graduation will be topics. This is one in a series of workshops – Colonnese will talk to David Thorud and Debra Friedman to see what else may be planned.

One question of great interest is whether faculty of color are not being recruited, or whether some are being recruited just as others are leaving the UW. Without exit interviews it is difficult to determine this, but it appears there is difficulty in retaining people at the assistant professor level. Del Rosario asked whether exit interviews would really help, unless the interviewer is someone faculty members feel they can trust. Confidentiality needs to be assured in order to get candid feedback.

After I-200, minority student populations have begun to bounce back – but this is not true of the ranks of minority faculty. It might be possible to bring people in from the Office of Minority Affairs and from the Graduate School to talk to the Council of Deans about ways to recruit and retain minority faculty. The Committee could send a letter to the President or the Provost requesting this – if the letter were co-signed by Faculty Senate Chair Sandra Silberstein, it would have more punch.

Discussion of Michigan Case--Gabriel Gallardo for Vice President Barcelo

Gallardo spoke about the University of Michigan affirmative action case now before the U.S. Supreme Court. The Bush administration has written a brief opposing Michigan's use of affirmative action, while large corporations such as Microsoft have written briefs supporting Michigan's position.

Gallardo said that Rusty Barcelo, Vice President of Minority Affairs, is recommending to President Huntsman that the UW file an amicus brief in support of the University of Michigan. This is an important issue with grave consequences for faculty, staff, and students. The case comes before the Supreme Court in July.

Colonnese thinks that President Huntsman would not need much urging to file a brief, if the Attorney General says it is legal. Gallardo said anyone can file a brief as long as you have the proper legal advice to do it. If SCMFA sends a letter to the president in support of filing an amicus brief, Barcelo has said that other campus groups will support it as well.

Impact of an adverse decision in the Michigan case can be substantial – there could be a negative effect on hiring minority faculty if the ruling goes against University of Michigan, because a national trend may be set in motion that would be in direct opposition to diversity programs.

Gallardo foresees a decline in minority students if Michigan loses, just as there was a decline when I-200 passed. Colonnese could see this adversely affecting the UW's Minority Science and Engineering program – would these programs be continued, or would their state funding be cut in the face of an adverse decision?

Christine Bae commented that UW deans have a tremendous amount of power and can set the tone in recruiting and hiring, and in using affirmative action to do so. It is important to be in close contact with the deans, and also to make certain that junior faculty are supported and made aware of the rules of the tenure game, so they can make it through the process. Colonnese said that deans are required to do annual review letters for all faculty, but if no one checks, the letters may or may not get done. Junior faculty should be mentored about what they should receive each year to show how progress toward tenure is being made, Bae said. Colonnese said American Indian Studies now links with Political Science or

English for tenure cases. He finds that going in with allied departments that are assumed to be more "weighty" than American Indian Studies makes the process go much more smoothly.

Follow-up Items

- Colonnese will draft a letter to the President about the processes that are in place to improve faculty diversity.
- Colonnese will find out more about the Provost's Diversity Workshop and advise the Committee.
- More data about faculty diversity will be forthcoming from Helen Remick's office.

The Committee should invite the following people to come and speak:

- Warren Buck, on the minority faculty situation at Bothell.
- David Hodges, on the recruitment and retention of minority faculty in Arts and Sciences.
- Nancy Woods from Nursing, on mentoring junior faculty.

Colonnese will be away for the March 20 meeting. William James will chair the meeting in his absence.

The meeting was adjourned at 4:35 p.m. *Minutes by Linda Fullerton, Recorder.*