

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

The Special Committee on Minority Faculty Affairs met on **Tuesday, February 19, 2002**, at 3:30 p.m. Chair Tom Colonnese presided.

PRESENT: **Professors** Bae, Colonnese, Gamboa, Huang, Koenig, Lindenberg, Ramulu
 ex officio members Butler, Morishima, Remick, Teng, Gallardo
 guests: Cynthia del Rosario

ABSENT: **Professors** Fabien, Madison
 ex officio members Gobran

Synopsis

1. Approve agenda
2. Approve minutes
3. Announcements
4. Creation of minority faculty list (Remick)
5. Discuss Committee's charge
6. Discuss topics the Committee would like to deal with

Colonnese called the meeting to order at 3:35 p.m.

Approval of agenda

The agenda was approved.

Approval of minutes

The December 2001 minutes were approved.

McCormick Survey to Recruit, Support, and Retain Minority Faculty

Cynthia del Rosario visited the Committee to ask for support of the survey she is conducting for the Provost's office. She is going to need help with recruiting focus groups and other input from the Committee. She asked for review and feedback on the survey questions, and may mail copies of the survey to Committee members.

The goal of the survey is to develop best practices for minority faculty retention, stimulate discussion in departments, and move further to enhance multicultural scholarship on campus.

In discussion of the survey topic, Tom Colonnese commented that minorities are recruited by other universities at levels greater than their non-minority peers in the College of Arts and Sciences. Thus, the lack of funding for counter offers will probably cause minority faculty to leave the University at a faster rate. Due to budget cuts this year, Arts and Sciences faculty have been told there will be no counteroffers whatsoever. Minority faculty might disappear. Johnella Butler observed that the Committee might wish to raise the issue of minority counteroffers with the administration. But budget problems will not last forever, Butler said. She would like to see the Committee focus on climate issues.

Jim Morishima asked what steps the University is taking to protect its faculty of color during the budget crisis - Butler replied that this has not been discussed in budget meetings she has attended.

Minority Faculty List

Helen Remick reported that a letter went out to a list of 2,382 minorities with a academic job titles - of these, 259 were duplicate records that will be identified and expunged. Thirty-eight people responded that they did not wish to be included in the minority faculty list.

Remick said the list includes academic titles that are not faculty titles. She needs direction in identifying exactly what job classes the Committee wants to include on the list - she would like a subcommittee to work with her on this project. Job classes 0101 through 0116, for example, are ladder faculty and are pretty much what people mean when they say faculty, said Remick. But there are some exceptions and possibly some additions, depending upon which faculty members - ladder faculty, teaching faculty, research faculty, medical residents, etc. - the Committee wants to include. Koenig commented that researchers were added last year as voting faculty - lecturers are being added this year.

Butler commented that the final list could be used for the minority survey, and could also be used to invite minority faculty to a reception. Analyzing the list could also show what is most useful for the Committee to be doing, and how the Committee can affect process.

Colonnese was especially interested in learning the length of time minority faculty, including Senior Lecturers, have been in their positions - because these people are in a position to affect climate and students to a large degree, it would be important to know who they are and to be in contact with them. It is also important to break out the numbers in such a way that they show how minorities are represented among ladder faculty.

Cathy Lindenberg said having the universe data is also important, to show proportion. The final report should also show numbers, percentages, and plus or minus data so it is possible to identify trends over time. She would like to see the information by seven Job Class categories, Ethnicity, and Year, with plus or minus data to indicate trends. Remick said she will not be able to produce a report of that kind until summer due to her programmer's workload.

Erasmus Gamboa agreed with Remick that a subcommittee should be set up to refine the list data as discussed in the meeting today. Butler would like to see the data used to support action items such as the survey, the retention of minority faculty, and the involvement of deans in climate issues. Colonnese asked the Committee to be thinking about membership of such a subcommittee, so the subcommittee could be set up at the March meeting.

Review Committee's Charge

Colonnese read the Committee's charge:

*The Committee work[s] with the central University administration officers in monitoring the status of minority faculty, propose[s] to the Faculty Council on Faculty Affairs measures as appropriate to ensure equitable treatment of minority faculty on campus, act[s] as a consultative body on minority faculty affairs for the Senate Executive Committee, the Tenure and Grievance Committees, the Faculty Council on Faculty Affairs, and the University administration on all matters relating to minority faculty.
- Excerpt of Faculty Senate resolution, January 23, 1983*

Colonnese emphasized that the Committee's charge does not compete with Faculty Affairs, but works to identify the resources available to improve the climate for minority faculty - e.g., the Office of Minority Affairs, academic and non-academic units, etc. The Committee has the potential to do some important things and has a wide umbrella to do new things - curriculum issues, for example, or ethnic studies requirements will have much greater strength coming out of this Committee, Colonnese said. Work that Johnella Butler and Betty Schmitz have done on curriculum changes can be furthered - grant money can be secured to continue these projects.

Mamidala Ramulu suggested that the Committee's charge breaks down into three areas:

- Monitoring the status of minority faculty - trends and data
- Proposing measures for improvement - climate and other issues
- Equitable treatment of minority faculty - defining, implementing, acting as consultative body

In general discussion, there was a strong perception that the chair of Minority Faculty Affairs is overburdened with meetings, as part of Faculty Affairs and SEC, and that the Committee's charge needs to be revisited and rewritten to allow designees to serve as well. It was moved, seconded, and passed that Tom Colonnese explore ways in which the charge can be rewritten so that the chair or chair's designee can serve on these committees.

There was also a strong feeling that minority faculty need to be on several influential committees to affect the agendas of those committees. This is a good time to act, since this is the time of year to volunteer for Council assignments. In these times of budget cuts, it is important that minority faculty be represented on the Senate Committee on Planning and Budgeting. Is it possible for MFA to be represented on the Faculty Senate Chair's Cabinet? Morishima recommended that there also be minority representation on the Special Committee on Faculty Women.

Colonnese will look into the requirements for rewriting the Committee's charge. The Committee will take up at the next meeting the issue of a subcommittee to give Remick direction on the use of the minority faculty data.

The meeting was adjourned at 5:10 p.m. *Minutes by Linda Fullerton, Recorder.*

Agenda items for next time - add Helen's list, and the Council charge (how to change).