

University of Washington
Faculty Council on Multicultural Affairs
Thursday, 9 February 2006
36 Gerberding Hall

Chair Brian Fabien called the meeting to order at 3:39pm

Meeting Synopsis:

1. Announcements, approval of agenda, approval of minutes
2. Follow up to Wise meeting
3. National faculty reception seminar
4. Other business

1. Announcements, Agenda, Minutes

Chair Fabien welcomed committee members and made opening remarks.

The last meeting's minutes were approved.

2. Follow up on Provost Wise Meeting

Chair Fabien proclaims the meeting with Provost Wise as a success. He continues to explain that Provost Wise would like FCMA to be her antennae on faculty multicultural issues.

Faculty issues in which FCMA can be of service include:

- Mentoring—Concrete events must be established to mentor junior faculty. Provost Wise suggested that FCMA conduct necessary activities without administrative approval. The discussion included the following points and ideas:
 - Make mentoring part of Annual Faculty Fellows
 - Designate someone in each unit provide mentoring to faculty of color
 - Be cognizant of the two types of mentors: Academic mentor and UW life mentor
 - Start a consistent program in which we take new hires to lunch. Barcelo offered to provide a list of incoming and junior faculty of color
 - Keep pressure on upper administration to carry through with commitments and establish an equitable policy with regard to tenure process
 - Recommend that the chairs of departments report to deans on how they mentored new faculty of color. This should be part of annual report and should also include input from faculty. Diversity should be included in evaluations of deans/departments.
 - Compile annual reports on promotion issues
 - Create social network amongst faculty of color which could involve informal mentoring
- Expand faculty fellows program as a mechanism to increase faculty diversity
 - Invite faculty of color from other institutions to do their post-doc/sabbatical at UW.
 - Actively recruit UW graduate students
 - Make it possible to use sabbaticals to recruit faculty of color.
- FCMA should intervene and publicize itself as support/advocate for faculty of color on website.
 - Create a mission or vision statement to publicize FCMA's charge.
 - Create a brochure to be handed out to faculty of color.
 - Publicizing FCMA as a support system means we will have to set aside time at meetings to deal with issues
 - One goal can be to learn places on campus that seem particularly troublesome with regard to faculty of color retention.

3. National Faculty Reception Seminar

Discussion began as committee members chose date for seminar/workshop and decided tentatively on the 3rd Thursday of every month. The March 16th seminar speaker is Wei Li from mechanical engineering. There was discussion on having a reception after the Tuesday, April 20th lecture series.

FCMA needs a follow up meeting with Provost Wise and give her what FCMA needs for next year's seminar/workshop series by end of academic year. FCMA proposes one seminar in winter and a spring workshop. Do not schedule over Samuel E. Kelley Lecture Series on April 18. It is important that we lock dates very soon.

A more formal event was suggested in which administrators and junior faculty give 15-20 min presentation on scholarship etc. It would allow these individuals to discuss their work, meet colleagues in a social setting, and to acknowledge newly published work. This event could be held monthly.

4. Other business

- There was some concern on the survey of vision statements from Provost Wise
- A discussion on why graduate students are shying away from faculty careers. How can FCMA address this issue?
 - Provide workshop for graduate students
 - Recruit students of color into our graduate programs
 - Actively recruit students from HBCUs and other alternate models of higher education
 - Promote student internships with faculty members

The meeting was adjourned at 4:53pm. Minutes by Opio Dupree, Research Assistant, Office of Shared Governance, 3-0240, opio@u.washington.edu.

Present: **Faculty Members:** Fabien, Hardy, Hart, Yang, Yue-Hashimoto
President's Designee: Barceló
Ex-officio Members: Esteban, Lillard, Macklin, Roseth

Absent: **Faculty Members:** Cardenas, Centurion-Lara, Colonnese, Fu, Kaul, Kozuki, Lin, Lincoln, Roy, Tokuno