

University of Washington
Faculty Council on Multicultural Affairs

February 6, 2007
36 Gerberding Hall

Chair Sumit Roy called the meeting to order at 10:30 a.m.

Meeting Synopsis:

1. Approval of Minutes, Announcements and New Business
2. FCMA Resolution
3. Proposal to include members of representative groups as voting members of FCMA
4. Discussion with Clarence Spigner

1. Approval of Minutes, Announcements and New Business

Approval of the minutes of the January 10, 2007, FCMA meeting was deferred due to a lack of quorum. These minutes will be distributed for an e-mail vote of Council members, along with items presented under agenda items numbers two and three. David Kim, the new ASUW representative to FCMA, was introduced; and Clarence Spigner, past chair of FCMA, was introduced as “featured speaker” for today’s meeting.

2. FCMA Resolution

The following resolution has not been officially approved, and will be put to Council members for a vote via e-mail:

“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).”

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

The following proposal will also go to members of the Council for a vote via e-mail:

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.

4. Discussion with Clarence Spigner

Chair Roy explained to Professor Spigner that the major challenge currently faced by FCMA is how to obtain meaningful data that will identify minority faculty. In order to provide effective and consistent mentoring for underrepresented minorities, FCMA must know how to identify and contact them to let them know that these services exist.

Roy has contacted Ed Taylor, Vice Provost and Dean of Undergraduate Academic Affairs, about his yearly Faculty Fellows Program. This would be an ideal occasion to inform all new minority faculty of various opportunities available for mentoring, and that it

is in their best interest to register their interest at that time. Taylor was supportive of the idea and Roy will be following up with Taylor to work on implementation.

Spigner reported that McCormick had been able to get a list of new minority faculty to FCMA when Brian Fabien had been chair, but with a change in EOO leadership, that information is no longer available. It seems like the only option is to explore multiple ways to identify minority faculty.

Mentoring is often offered and promoted at the college level, but mentoring arranged through FCMA would be significantly different. By matching new faculty with mentors outside of their departments, outside of the "political caldron," a new faculty gains a broader perspective of the challenges and opportunities within the University community.

Spigner would be in support of such a move. He reported that FCMA had sponsored mentoring workshops up to two years ago. These often became venting sessions (which is to be expected) and served a genuine purpose as such, but the sessions also included presentations by role models, senior faculty, and attorneys.

It seems very important to get these mentoring workshops back on track. In response to a question about why the workshops were stopped, Spigner reported that the final year it was offered, it was not well-attended. Leadership and energy for the events waned and burn-out prevailed. But it would be worth re-kindling.

Sheila Edwards Lange suggested that Luis Fraga, the newly hired head of the Diversity Research Institute, will be partnering with the Advance Workshops Program to provide programs for minority faculty. The Advance model would be one to work with in determining content and structure of any mentoring program.

Roy commented that the current administration seems to favor "Centers" to promote worthy causes. It seems that if a Center is proposed, staff and a budget become available. With the administration's support of global activities and diversity, it may be a timely proposal to establish a Center around mentoring of minority faculty.

Spigner then described his experience with the evolution of the department of Global Health. It has taken three to four years to get off the ground, and Gates money will definitely shape and influence the academic integrity of the program. Program planning and diversity among faculty are still challenges for the program.

The suggestion was made that a second letter of concern regarding diversity to the President might be in order. Spigner will meet soon with Stephanie Camp and Brian Fabien about the possibility of drafting a second letter. Sheila Edwards Lange will forward a copy of the first letter to Luis and ask for his input in how to build on it most effectively.

Edwards Lange will see if she can schedule Luis Fraga to attend the next FCMA meeting

Daniel Hart announced the death of Phil Lucas yesterday. He was affiliated with the UW and instrumental in the development of the Daybreak Star Center.

The meeting was adjourned at 11:48 a.m.

