

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS
TUESDAY, February 5, 2008, 3:00-4:30 p.m.
36 Gerberding

Chair Tom Colonnese called the meeting to order at 3:03 p.m.

Meeting Synopsis:

- 1. Approval of minutes for January 8, 2008**
- 2. Update on the data analysis of faculty diversity statistics**
- 3. Developing a working relationship with another campus**
- 4. Exploitation of student athletes**

1. Approval of minutes for January 8, 2008

Council members approved the minutes as submitted.

There was some discussion at this point of the motion brought forth at the January 8, 2008 meeting. The motion was clarified for the record. The motion now reads: FCMA is requesting that Luis Fraga create a longitudinal study of data between 1997-2006 on ladder faculty by department, to include only domestic faculty and broken down by racial and ethnic lines.

2. Update on the data analysis of faculty diversity statistics

President's Designee Luis Fraga, along with Alka Arora, Director of Education and Research Programs, Office of the AVP for Faculty Advancement, presented a power point presentation on an update of the data analysis of faculty diversity statistics. The data showed a breakdown of faculty diversity at UW from 1997-2006. Fraga and Arora showed a series of slides of the racial, ethnic, and gender break down of the UW tenure track faculty. It was noted that the data was drawn from official university statistics found online. Fraga emphasized that the data reflects a pretty accurate distribution because the number of new hires who don't report their ethnicity is very small. Council members discussed the racial/ethnic profile of each group or department displayed, as well as gender differences within those groups. Council members especially appreciated a bar graph that reflected total demographic change in tenure track faculty from 1997-2006. One member described it as "a potent map of this institution."

Fraga asked the council whether they were comfortable with a focus on or limit to, at least at first, of tenure track faculty. Council members expressed their support of this initial focus. They also discussed what to do with this new data. One suggestion was to present the same data by faculty rank, to demonstrate the diversity within for example, senior professors. Another idea was to make a yearly presentation on the data to the Regents to keep a spotlight on the issue. A suggestion was made to couple the data with a policy, mission, or plan so that the figures would have meaning. Another idea was to follow up on the good practices in those departments who were successfully hiring multiple minority faculty members. Fraga invited the council to think about how they will interpret the data. He offered the idea of creating a subcommittee to do the work.

3. Developing a working relationship with another campus

This agenda item was skipped due to time constraints.

4. Exploitation of student athletes

Council member Clarence Spigner introduced the topic of the exploitation of student athletes by the University of Washington. He referred to a recent series on the UW athletic program in the Seattle Times. He asserted that FCMA should be concerned about those students who are vulnerable, especially because many of the young men in football and basketball are African-American. He stated that it represents their concerns as minority faculty and because they don't want to be seen as faculty members who are ignoring the problem. He posed the question, what can we do? It was noted that both the Faculty Council on Instructional Quality (FCIQ) and the Faculty Council on Academic Standards (FCAS) were investigating academic rigor and quality at the university.

Council members discussed their concerns, including the societal and cultural responses to the events reported in the press. President's Designee Fraga offered the idea that the council could ask both FCIQ and FCAS for a formal presentation to work on setting the agenda for what they are asking. FCMA could have a useful, additive role by asking a different set of questions, or asking similar questions that emphasize the special perspectives and sensitivities this council has.

Council members discussed emphasizing an internal response to the problems laid out in the press. Council member Dan Hart suggested the council should be able to exert collegial pressure to address the institutional problems. It was noted that the Faculty Athletic Representative, Pat Dobel, had told the council when he spoke to them in the fall, that he would answer any questions they have about the athletic programs. As a next step, the council decided to re-invite Dobel to FCMA to see where they could go next. Fraga offered the idea of giving Dobel an agenda before the meeting. Council members are to forward their agenda items to the recorder.

The meeting was adjourned at 4:40 p.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu or 543-2884

Present: Faculty: Colonnese (Chair), Flores, Gamboa, Hart, Schwartz, Spigner, Yang

President's Designee: Fraga

Ex Officio Reps: Murphy, Roseth

Absent: Faculty: Fu (excused), Kaul (excused), Ross (excused), Roy (excused)

Ex Officio Reps: Johnston

Regularly Invited Guests: Collins, Martin, Kim

Special Guest: Alka Arora, Director of Education and Research Programs, Office of the AVP for Faculty Advancement