

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

The Special Committee on Minority Faculty Affairs met on **February 7, 2005**, at 9:00 a.m. Chair Brian Fabien called the meeting to order at 9:05.

1. Discussion of the SCMFA open meeting
2. Discussion of the SCMFA website/ mailing list
3. Planning for spring quarter meeting with President Emmert

Announcements, minutes, information requests

The minutes of the last meeting were approved.

Discussion of the SCMFA open meeting

Brian Fabien thanked Rusty Barcelo, Helen Remick, and Johnnella Butler for participating in the February 2 special meeting of the SCMFA. He has received good feedback on the meeting – the data presented was good, but will benefit from a closer analysis. It would be good to see the data stated in terms of the UW's needs rather than using the Feds' terminology and breakdowns.

Remick said she used the major Federal categories to report affirmative action data. These data are collected by U.S. Census categories and then "forced" into current affirmative action categories. She could combine some of the numbers to represent the UW faculty in some of the ways desired by the Committee, but not all the data could be revised because of the way the data are gathered. "Hispanic" for example, cannot be sorted into countries of origin.

Lea Vaughn asked whether Remick could include a number "n" to represent what the UW faculty would look like if all minorities now under-represented were fully represented. It might be possible to do this for some groups, but not for all, because of the way the data are collected. It is illegal to ask questions about citizenship before hiring has taken place. The approach taken at the UW has been to ask race questions based on the census categories.

Remick said that racial designations are very political. For example, while most Hispanics had no hesitation identifying by race, about 50% of Chicanos refuse to pick a race category. She added that now is the time to push for racial questions to be added to the 2010 census.

Karen Lincoln asked what can be done to get numbers that truly represent the UW faculty. Vaughn said this needs to come from the President, who can provide leadership that makes the Deans, Directors and Chairs more diligent about diversity in hiring. SCMFA might even ask for mandatory training in hiring diversity. Fabien agreed that a commitment from the President would be very important.

Discussion of the SCMFA website/ mailing list

Fabien commented that there has been some confusion about the listserv scmfa@u.washington.edu. This list was set up with the SCMFA name, but is not controlled by the Special Committee on Minority Faculty Affairs. Johnnella Butler said this listserv has been managed by OMA as a favor to the Committee. Fabien recognized OMA for its efforts and expressed appreciation, but said it was recently discovered that about half of the Committee were not aware of the listserv and were not members of it. These people should be added, and the responsibility for the listserv should be transferred to SCMFA. This will be simple for Computing and Communications to do. Vaughn agreed that the Faculty Senate Office can accept the administration of the listserv.

Vaughn advised the Committee that the Senate Office is exploring plans to expand the Council Websites to accommodate more than just minutes, membership, and annual reports. The data on the status of

minority faculty at the UW could reside on the SCMFA Website. Vaughn added that the Faculty Senate is moving toward being an information center for the faculty, where faculty members can go for any information of concern to the faculty. This will include an update of the "Rights and Responsibilities" document, plus links to the CIDR teaching pages, the interactive personnel guide, and other relevant information.

Rusty Barcelo asked whether everyone would like a copy of the newsletter her office publishes. Fabien asked that a link to the newsletter be posted to the listserve.

Open Letter to President

Fabien announced that an open letter to President Emmert on race and diversity, signed by more than 100 faculty members, will appear in the UW Daily with an excerpt in University Week. The entire letter is posted on the Faculty Senate website. This action arose from listserve conversations about a perceived lack of response from the administration to diversity concerns.

Fabien said the letter calls for the administration to challenge I-200, increase the numbers of minority faculty, and advocate for junior faculty of color. In a recent meeting with President Emmert, Vaughn commented, she called his attention to the need for succession plans and leadership training, as well as opportunities for faculty of color to move into administrative positions. Butler said that some people of color have moved into the administration with no mentoring, but there can be problems and pitfalls for those who do.

Planning for Spring Quarter meeting with President Emmert

Fabien said that the Committee's strategy for a meeting with President Emmert is one of complete flexibility: "When he's free in Spring Quarter, we'll make ourselves available to meet with him." Barcelo said she has been advocating for such a meeting. It is important to meet with the President because he can demand accountability of the Deans, Directors and Chair in their commitment to diversity in hiring.

Vaughn said part of the problem with hiring practices is that the UW is so decentralized, and that the hiring decisions too often rest with specific units that have had little or no diversity training. Some of this could be centralized and the degree of success could be included on decanal reviews. Vaughn has talked to the President and Provost about this; further conversation is needed before those actions will be taken.

Butler described the approach of UC Davis, expressed as "Principles of Community" as a model worthy of studying and emulating (see appendix).

Fabien said that the President has asked for a mission statement on diversity to go to his cabinet, etc. This should express the UW's moral center – where we stand on these essential issues. One cannot espouse the values one does not hold and express. A thoughtful examination of these values and a clear statement of them is needed, to be part of the Faculty Code. SCMFA can affect that statement. There must be clear language that says what we believe, what we do, and who's accountable to make it happen. Should people be fired if they don't do it? Yes. Vaughn agreed that institutions should have values, and that the statement and modeling of values must start at the top and include accountability.

Fabien said that the President will certainly ask "What do you want me to do?" and the Committee must be ready with some answers. Looking at the School of Engineering under Denice Denton could provide a good model to point to. Denton met with every search committee and made certain they knew they would be held accountable for a broad search process that included diverse candidates. It's also important to protect junior faculty so they don't dissipate their energies being "poster children" for people of color and ruin their chances for promotion and tenure.

Climate change is also essential – how people feel about working their careers at the UW is important. A campus climate study that leads to an action plan is essential.

Fabien will ask President Emmert to meet with the Committee at his earliest convenience. Fabien will advise members of the time and place.

I-200 Issues

There is a hearing Friday, February 11, on I-200. Barcelo will meet with the legislature, as will representative of WSU, the NAACP, the military and others. Advocates would like to bring Washington State law into line with the Michigan decision, but there is opposition from Tim Eyman, conservatives, and some business groups.

The meeting was adjourned at 10:29 a.m. *Minutes by Linda Fullerton, Recorder.*

PRESENT: *Professors:* Cardenas, Fabien, Kozuki, Lincoln, Roy
 ex officio: Lillard, Remick, Butler, Barcelo, Vaughn

ABSENT: *Professors:* Colonnese, Huang, Centurion-Lara, Tokuno, Yang, Yue-Hashimoto
 ex officio:

Appendix:

Principles of Community, University of California, Davis

The **UNIVERSITY OF CALIFORNIA, DAVIS** is first and foremost an institution of learning and teaching, committed to serving the needs of society. Our campus community reflects and is a part of a society compromising all races, creeds, and social circumstances. The successful conduct of the University's affairs requires that every member of the university community acknowledge and practice the following basic principles:

WE AFFIRM THE DIGNITY inherent in all of us, and we strive to maintain a climate of justice marked by respect for each other. We acknowledge that our society carries within it historical and deep-rooted misunderstandings and biases, and therefore we will endeavor to foster mutual understanding among the many parts of our whole.

WE AFFIRM THE RIGHT to freedom of expression within our community and also affirm our commitment to the highest standards of civility and decency towards all. We recognize the right of every individual to think and speak as dictated by personal belief, to express any idea, and to disagree with or counter another's point of view, limited only by University regulations governing time, place, and manner. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity, and respect.

WE CONFRONT AND REJECT all manifestations of discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, religious or political beliefs, status inside or outside the University, or many of the other differences among people which have been excuses for misunderstanding, dissention, or hatred. We recognize and cherish the richness contributed to our lives by our diversity. We take pride in our various achievements, and we celebrate our differences.

WE RECOGNIZE that each of us has an obligation to the community of which we have chosen to be a part. We will strive to build a true community of spirit and purpose based on mutual respect and caring.