

University of Washington  
Faculty Council on Multicultural Affairs  
January 29, 2014, 3:30 pm – 5:00 pm  
Gerberding 36

**Meeting Synopsis**

1. Call to Order
  2. Upcoming FCMA/FCWA Joint Meetings
  3. Review of the Minutes from October 23rd and November 20th
  4. Good of the Order
  5. Adjournment
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**1. Call to Order**

The meeting was called to order by Chair Rubio at 3:35 p.m.

**2. Upcoming FCMA/FCWA Joint Meetings**

Rubio announced that FCMA and the Faculty Council on Women in Academia (FCWA) will begin holding joint meetings. FCWA meets one Monday each month and FCMA will move its meetings to FCWA's regularly scheduled dates.

Jack Lee, Chair of the Faculty Senate, requested the joint meetings as an opportunity to ensure that faculty maintain leadership in addressing demographic concerns at UW. Specifically, Lee requested FCMA/FCWA to address the following issues:

- Tenure demographics
- Lecturers
- Mentoring
- Data
- Faculty salary policy

Fraga discussed the data that can be obtained in order to examine faculty demographics. UW tracks data in many different ways depending on the classification of faculty, such as: professorial, without tenure, research and instructional. Therefore, it is very important to be careful in clarifying who is being included in the data when asking about "faculty demographics". Fraga mentioned that this data already exists in his office and has always been easily available. In the past there was concern about removing the data from the public website but the data is always accessible to anyone who asks. If FCMA/FCWA decides to pursue this data his office would be happy to provide it.

Discussion ensued about issues related to lecturers. Previous studies by the councils have indicated that women are disproportionately represented among full-time and part-time lecturers. Lee is asking FCMA/FCWA to examine if there are specific practices or policies regarding the hiring, renewal, and promotion of lecturers that adversely affect women and faculty of color. Fraga mentioned that his office has data related to lecturers as well. A comment was raised that there is a much higher percentage of

women in lecturer and part-time positions compared to tenure track professors. Whether or not there are differential promotion rates it is hard to determine, but the council can work to obtain that data. Fraga suggested requesting the data from Cheryl Cameron's (Vice Provost for Academic Personnel). Fraga mentioned that one big challenge for the Office of Affirmative Action and Equal Opportunity is the limited capacity to produce reports. A suggestion was made to make a special request to assign this data gathering to the Office of Educational Assessment.

Discussion ensued on the type of data to track. A claim was made that UW is falling far behind peers in terms of representation amongst faculty. Fraga mentioned that UW compares itself based on labor pool availability. This standard is consistent with annual affirmative action reports as required by federal regulations. However, this data can also be imprecise because it includes faculty members who already have jobs since they are considered "potential hires" within the labor pool.

The council reviewed the goals of the FCMA/FCWA joint meetings. The primary goal is to address recruiting and retention without forgetting other critical areas such as faculty mentorship. A suggestion was made to partner with FCWA and co-host an event surrounding educating faculty about mentorship opportunities. Concern was raised that FCMA/FCWA cannot have a healthy discussion on these pertinent issues without critical mass. Discussion moved to faculty mentoring. Institutions have recently been withdrawing from formal mentoring requirements as a result of lawsuits by faculty members who did not receive tenure. This trend has led UW to decide against a formal mentoring program. However, there are still informal mentoring opportunities without the "implied guarantee" that faculty will receive tenure.

Discussion ensued about peer mentoring programs. Studies have shown that peer mentoring can be effective when supplemented by the institution with other methods of mentoring. Concern was raised that there are few opportunities for mentorship amongst women of color because there are only 5 senior women of color in full-time positions. Discussion ensued. While the goal of mentoring is to help faculty progress throughout their career most mentoring is just focusing on attaining tenure and being promoted to full professor.

A question was raised asking if there is data on faculty who leave the university and their perceptions of diversity at UW. Fraga explained there is no process for exit interviews which is unfortunate since UW tracks faculty who resign, but not why. Discussion ensued about FCMA/FCWA's plan of action and prioritizing the issues recommended by Jack Lee. Jack Lee will be present at the upcoming FCMA/FCWA joint meeting and will discuss these issues. Discussion moved to tenure denials and the data collected by Fraga. While this would be good data to analyze the information is restricted which makes it difficult to provide context to the issue. If the council is interested in opportunity hires for faculty of color those questions could go straight to the Provost to determine how the information could be released. Alexis volunteered to draft a letter requesting the data which could be reviewed and finalized at the upcoming FCMA/FCWA joint meeting.

Discussion moved to the capital funding campaign and identifying priorities that can benefit women and faculty of color. FCMA/FCWA could work together to raise questions to ensure UW is prioritizing diversity-related issues impacting scholarships, students, faculty, staff, mentoring opportunities, and the development of a Center on Race and Ethnicity. A comment was raised that while FCMA/FCWA can help influence the agenda, FCMA/FCWA also need to collect data in order to showcase the disparities that currently exist. A suggestion was made to provide a list of what FCMA/FCWA wants to put on the agenda. President Young has an advisory group for the campaign so it is important to contact them to

address FCMA/FCWA's concerns. A comment was raised stressing the importance of having a back-up plan if the advisory group does not respond to FCMA/FCWA's request. Discussion ensued. It is important to align the goals with that of the UW to help guide the agenda and put pressure on the inconsistencies that exist across campus. For example, the third pillar of UW's mission statement is "diversity" so it is important to align "diversity" with priorities within the capital campaign.

A comment was raised that the role of FCMA/FCWA is to set the agenda, raise questions and push UW to be more accountable on its commitment to diversity. The Class C resolution on faculty demographics was passed for UW to take diversity seriously and pursue additional actions. Since the councils fall under the Faculty Senate FCMA/FCWA can encourage the Senate to keep the administration accountable. A suggestion was made to request an update on the progress that has been made as a result of the Class C resolution. In particular, the resolution asked for an annual report to the Senate about efforts and progress in restoring the tenure track, advancing racial and ethnic diversity, and achieving gender equity. This is an inquiry that FCMA/FCWA should make since the resolution is binding. Discussion ensued. A question was raised asking who can keep the administration accountable for the resolution. Jack Lee would be a good person to follow up with directly since the resolution was a product of the Faculty Senate. A suggestion was made to address these concerns at the upcoming SEC meeting and request the annual report from the Provost.

### **3. Review of the Minutes from October 23<sup>rd</sup> and November 20<sup>th</sup>**

The minutes from October 23<sup>rd</sup> and November 20<sup>th</sup> were approved as written.

### **4. Good of the Order**

Rubio reminded council members of the upcoming FCMA/FCWA joint meetings and urged members to attend the first meeting.

### **5. Adjournment**

The meeting was adjourned by Chair Rubio at 4:50 p.m.

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*Minutes by Grayson Court, Faculty Council Support Analyst, gcourt@uw.edu*

Present: **Faculty:** Rubio (Chair), Carothers, Chapman, Harris, Willgerodt (phone)  
**President's Designee:** Fraga  
**Ex Officio:** Ruffin, Lobo (phone)

Absent: **Faculty:** Babigumira, Barria-Roman, Ginorio  
**Ex Officio:** Devine