

University Of Washington
Faculty Council on Multicultural Affairs
3:30 p.m. – 5:00 p.m., January 25, 2012
36 Gerberding Hall

Meeting Synopsis:

- 1) Call to Order
- 2) Approval of Notes from November 30, 2011 meeting
- 3) Discussion of draft of Diversity language to amend to the Faculty Code
- 4) Adjournment

1. Call to Order

The meeting was called to order by Chair David Takeuchi at 3:32 p.m.

2. Approval of Minutes from the November 30, 2011 meeting

Approval of minutes was postponed in order to allocate all time to the Class A Legislature.

3. Discussion of draft of Diversity language to amend to the Faculty Code

Takeuchi provided an update on the status of the Class A Legislation to include diversity language within the Promotion and Tenure section of the Faculty Code. The Faculty Council on Faculty Affairs (FCFA) had requested that Takeuchi and Luis Fraga attend their meeting yesterday. Fraga presented FCFA's critiques from the meeting, noting that FCFA would not be supportive of this proposal (attached as **Appendix I: Memo from FCFA**). Potential compromises were described, and three options were presented to the Council: Continue with Class A Legislation, change language to a Statement of Principle, or to a footnote.

The role of FCFA in the legislative process was deliberated, and the Council reflected on the strength of the Statement of Principle, or footnote options compared to the legislation as it stands. Further discussion followed on the value of diversity within the University, along with the standards in Teaching, Research and Service. Members emphasized the additions of language in the proposed legislature were well-researched and evidence based, and expressed concern that critiques may not have similar depth. The Council commented on the importance of raising awareness and consciousness of diversity, rather than privileging those. The promotion and tenure process was explored, regarding implementation of such a policy and the need for chairs/Deans/Vice-Provosts to ensure compliance of policy in the Faculty Code. Council members concluded that they would like to move forward with the current legislation.

Marcia Killien, Secretary of the Faculty, was introduced to the Council. Killien clarified that any Senator can bring legislature to the Senate. She also noted that at the Senate Executive Committee (SEC), legislation sometimes is requested to be worked on within a particular council prior to bringing this to the Faculty Senate. One council may not block legislation of another council, although feedback and advice can be solicited or provided. Within the current legislation, neither Council can withdraw this motion, as it is pertains to the SEC.

Killien described the potential motions which could be made during the Faculty Senate floor and provided the structure for the presentation of the motion. There will be a total of 30 minutes allocated for this agenda item, between introduction, discussion and voting. The legislation can be referred to another Council or to a special committee for further work, should it be apparent that the body will not be able to reach a decision to vote. Also, the measure could be postponed to revisit at a later meeting. The role of the Faculty Senate Chair in mediation of the discussion was mentioned, in order for all opinions within the Faculty Senate to be heard. Additionally, the possibilities of a substitute motion were discussed.

Council members requested to know potential drawbacks for continuing with the legislation and Killien expressed that debate would likely occur regardless of the outcome of the motion. Killien also commented that any changes to promotion and tenure guidelines generate much discussion, and is thus not surprised at the exchanges up to now. She noted that much legislation, once it reaches faculty members, tends to pass due to the fact that it has been reviewed by the SEC and Faculty Senate. Killien clarified that this motion is to vote on whether this legislation should be brought to the faculty to discuss and vote. She asked what action the Council would like to pursue, whether it would continue with legislation as it currently stands (within Promotion and Tenure guidelines), to place wording on diversity in a Statement of Principal or footnote to accomplish a similar goal, or have a debate and see how the faculty respond to inform how this subject could still be addressed if legislation does not pass through the Faculty Senate.

Takeuchi requested to know members' opinions on what to do next, whether to move forward or to shift to a compromise as suggested by FCFA. Deliberation ensued on options should the Class A Legislation should not be approved, such as spreading awareness for the need of diversity language through the Diversity Oversight Committee, or working with departments directly. Council members resolved that the discussion is valuable, with this Faculty Senate meeting serving as an opportunity to educate and gauge support among faculty members. The Council concluded to continue with the Class A Legislation during the Faculty Senate meeting.

4. Adjournment

The meeting was adjourned by Chair Takeuchi at 5:07 p.m.

Minutes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu

Present: **Faculty:** Takeuchi (Chair), Flores, Wilgerodt, Reyes, Chapman, Ginorio
 President's Designee: Fraga
 Ex-Officio Reps: Lillard, Rodriguez
 Guests: Norma Rodriguez

Absent: **Faculty:** Yang, Barria, Harris
 Ex Officio Rep: Lobo

Appendix I: Memo from FCFA

Statement of the Faculty Council on Faculty Affairs (FCFA) concerning legislation proposed by the Faculty Council on Multicultural Affairs (FCMA) incorporating contributions to diversity into Promotion and Tenure (P&T Standards) (Section 24-32)

Rich Christie
FCFA Chair

(This statement is for the Faculty Senate in the event that FCFA elects to proceed with a faculty vote on the version of the legislation approved by the Senate Executive Committee (SEC) at the Faculty Senate meeting on Thursday January 26. At the FCFA meeting of January 24, FCMA representatives tentatively agreed to replace the Senate vote on the proposed legislation with a discussion of diversity issues in the Faculty Code, in which case this statement is unnecessary.)

FCFA first considered the proposed legislation on Tuesday January 10, a day after the SEC placed it on the Senate Agenda. FCFA invited David Takeuchi, FCMA chair, and Luis Fraga, Vice Provost for Faculty Advancement, President's delegate to FCMA, to its meeting on Tuesday, January 24, for extended discussion.

While diversity is an important value of the university that should be supported, FCFA thinks that the proposed legislation goes too far in modifying the Promotion and Tenure standards. It elevates diversity from among the many other important values that the university supports, and opens the door for inclusion of these other values in the promotion and tenure language. It dilutes the importance of the more general values of research, teaching and service that are presently used for assessing faculty performance.

Although both the justification and the language are intended not to require contributions to diversity, FCFA believes that this is exactly what will happen in practice if the legislation is adopted. That is, even though the language makes contributions to diversity optional, its mere presence in the promotion and tenure guidelines will result in candidates and evaluators treating contributions to diversity as mandatory. In addition to this de facto problem, the specific language in the proposed preamble is easily interpreted as a requirement.

In view of these concerns, FCFA does not support the proposed legislation and recommends that the Faculty Senate vote NO. FCFA believes that the goal of advancing diversity can be better served by a separate declaration of principle in the Faculty Code, similar in placement and scope to the discussion of academic freedom in section 24-33, and has recommended this approach to FCMA.