

University of Washington
Faculty Council on Multicultural Affairs
Tuesday, 24 January 2006
36 Gerberding Hall

Brian Fabien called the meeting to order at 3:03 p.m.

Meeting Synopsis:

1. Discussion with Provost Wise regarding the recruitment, retention and mentoring of minority faculty.
2. Approval of minutes from the December meeting.
3. Report from the Chair.

1. Discussion with Provost Wise

After introductions of all those present at the meeting, Chair Brian Fabien welcomed Provost Wise and asked her to address the issues of minority faculty recruitment, retention and mentoring at the University of Washington. Provost Wise responded that those issues constituted an integral part of her work at the UW since she arrived. She acknowledged that the UW must find ways to do all three of those things better and that those issues can never be neglected. Also, by way of documenting the progress that has been made since September 2005, she distributed a one-page chart outlining actions that had been taken since her arrival at the UW.

In response to a question about how to keep deans and department chairs accountable, the Provost replied that she has asked Vice President Barcelo to maintain statistics to reflect the progress of minority recruitment and retention. She also noted that reviews of deans and vice chancellors will begin happening annually instead of every five years. These reviews will be a reconciliation of achievements over the past year as compared with stated goals. (This would cover all aspects of a dean's performance, including minority faculty issues.)

A council member asked if faculty input could be taken into account in these reviews. The Provost replied that she would welcome that input, and would work to find ways balance faculty input with other input received.

In addition to compiling and maintaining statistics about minority faculty, concern for the *climate* was raised – that assessing what the climate is for minority faculty is also important. The Provost stated that from what she has seen so far, she does not believe that the UW has a culture of fear or intimidation.

Council members and the Provost agreed that the goal for faculty recruitment would be to double the number of minority faculty within five years. Efforts must be increased from the highest levels of administration to individual faculty members in order to recruit high caliber minority candidates to the faculty at the UW. Personal contact was emphasized as the most important and most effective

method of recruitment of any faculty member – and, again, that personal contact should come from high level administrative staff in addition to prospective colleagues. This will, in turn, help in recruiting quality undergraduate and graduate student.

Mentoring and “hand-holding” was discussed for new minority faculty members who may find that cultural restraints prevent them from seeking out the information they need to succeed as a faculty member. White men generally don’t have to ask for information because they are already being mentored. The Council has been instrumental in setting up mentoring for minority faculty, but feels that wider support and involvement would make the effort more successful in dealing with retention issues. All mentor-prospects, regardless of race, should be encouraged to participate in mentoring programs.

Council members advised the Provost to be wary of deans who claim that they cannot find minority faculty candidates. It’s done by thoughtful networking and lots of phone calls, and many simply do not take the time to do it. Everyone in the process needs to try harder. One case in point is the fact that the number of minority graduate students in a department (which may be quite high) often is not reflected by the racial make-up of the faculty. We are producing plenty of high-quality minority PhDs. How can we say that there are no qualified minority candidates for faculty positions?

The fact that a minority faculty need to be better than average and is always asked to do more than his or her share (in terms of committee work and outreach) was acknowledged by Provost Wise, who responded by encouraging all minority faculty to be careful to choose their activities wisely – by participating only in activities that will make a difference – and to stay focused on what needs to be done to achieve academic goals. Maintaining balance is essential.

Provost Wise asked that the Faculty Council on Multicultural Affairs be her antenna:

- For what is going well with minority faculty;
- For what is challenging or impeding minority faculty recruitment and retention; and
- For advice in configuring a program to improve faculty recruitment, retention and mentoring that’s more balanced. She would welcome ideas for FCMA and other colleagues, and then help with establishing priorities.

In response to a concern about the number of ineffective (and often unfunded) programs that have been established at the UW, the Provost responded that she is currently reviewing programs and is hoping, over time, to pare the list of those that have proven to be ineffective. This will be one of the more difficult tasks in her first year, as these programs involve people. She will keep the UW community apprised of her plans through Town Hall meetings, University Week and through smaller meetings with specific constituencies.

Concern was expressed about administrative committees that address the same issues being addressed by established Faculty Councils. The Provost replied that one such committee was established in order to accomplish a task within a timeframe that would not have worked within Faculty Council limitations. The Council strongly suggested that when those occasions arise, that a member of the corresponding Faculty Council always be appointed to serve as liaison to the administrative committee.

Provost Wise asked for a list of administrative committees whose work seems to duplicate the efforts of Faculty Councils.

In response to a question about why there are so many Vice Provosts, the Provost replied that in the past, some had filled a needed function and some positions were created to include a special person on the team. She has done some adjusting of her staff, and there will be more to come, but the process will take time. She is committed to the prospect that her Vice Provosts all hold active faculty appointments to some extent.

The Council thanked the Provost for attending the meeting and let her know that they would be inviting her back soon.

2. Announcements, Approval of Minutes

Sheila Edwards-Lange distributed copies of "The Status of Faculty Diversity: UW Seattle; 1999-2005" – for Vice President Barcelo.

Chair Fabien announced that minutes of the last meeting and this meeting would be reviewed, revised and/or approved at the next meeting.

3. Report from the Chair

Chair Fabien raised the issue of the proposed lecture series – a series that would highlight an area of research, followed by a social event including wine and cheese. He asked for suggestions in order to launch the series in March.

The Council reiterated the importance of continuing to press Provost Wise on her commitment to double minority faculty by detailing what mechanisms the Provost's Office proposes to employ toward that goal and how they will measure accountability in the various schools and departments.

Professor Colonnese expressed his discomfort about the Provost's apparent casual suggestion that an American Indian Studies major be included in Ethnic Studies. He expects to revisit the issue with the Provost the next time she visits the Council.

The Council requested an update on the Office of Minority Affairs' list of 160+ programs, including an evaluation of the effectiveness of each program.

The Council emphasized the importance of providing a workshop for junior minority faculty. Vice President Barcelo could provide a list of all newly hired minority faculty, but funding would need to be found.

The Council suggested co-hosting (with the Office of Minority Affairs) a reception for new minority faculty.

Finally, Chair Fabien asked the Council to draft a one-paragraph proposal for an FCMA plan for following minority faculty careers at the UW. The Council should take the lead in reaching and following new minority faculty.

The meeting was adjourned at 4:20 p.m. *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, sfolk@u.washington.edu*

Present: **Faculty Members:** Fabien, Colonnese, Fu, Lin, Roy, Tokumo, Yang
Ex-officio Members: Lilard, ASUW Representative (Name?)

Absent:: **Faculty Members:** Cardenas, Centurion-Lara, Hardy, Hart, Kaul, Kozaki, Lincoln, Yue-Hashimoto
President's Designee: Barcelo
Ex-officio Members: Roseth, Macklin

Guests: **Faculty Members:** Dina Mandoli, Biology; M. Ramulu, Mechanical Engineering; Clarence Spigner, Health Services
Staff: Sheila Edwards-Lange (for Vice President Barcelo); Opio Dupree (Faculty Senate Office)