

University of Washington
Faculty Council on Multicultural Affairs

January 10, 2007
36 Gerberding Hall

Chair Sumit Roy called the meeting to order at 10:35 a.m.

Meeting Synopsis:

1. Announcements and old business.
2. Report on Status of Minorities
3. Adjournment

1. Announcements and old business

Chair Sumit Roy informed the Council that minutes from the past four meetings (April 18, 2006, June 2, 2006, October 17, 2006, and November 14, 2006) had been approved by a majority of the voting faculty on the Faculty Council on Multicultural Affairs via e-mail vote.

At the November meeting, a consensus of the Council members present approved the following resolution:

FCMA hereby recommends that a member of the Council or its representative be appointed as a voting member on all searches for senior administrative positions, i.e. at and above the level of College Deans (academic chain) and Vice Provost/Presidents (administrative chain).

A formal vote to approve the resolution was deferred in November due to a lack of quorum. It was deferred again today due to a lack of quorum. Susan Folk will contact Faculty Senate leadership to determine if resolutions can be approved by an e-mail vote of Council members.

2. Report on Status of Minorities

Prior to the meeting Chair Sumit Roy distributed the following report via e-mail for Council discussion:

The Revolving Door for Underrepresented Minority Faculty in Higher Education
An analysis from the Campus Diversity Initiative
A research brief from The James Irvine Foundation Campus Diversity Initiative Evaluation Project

He noted that this report made for good follow-on reading from the November discussion with Cheryl Angeletti-Harris in November concerning the challenges regarding collection of data on underrepresented minorities. This data is vitally important to track if one is interested in following the issue of minority faculty retention. The report confirms that institutions need to be able to identify junior faculty from underrepresented minorities in order to determine if retention is more or less of an issue than with white males.

Sheila Edwards Lange reported that since the November meeting, she has learned that Rhonda Forman in Academic Human Resources is now tracking new hires with regard to race, ethnicity and gender – in hopes of obtaining the same kind of information on faculty that we do on students. Validity of the data will still depend on faculty members consistently and completely filling out the forms that they submit as new hires. Since that has not been entirely reliable, there needs to be other, more creative ways of collecting the data. One way would be to collect data on race, ethnicity and gender at the yearly, week-long Faculty Fellows program for all new faculty. New faculty are motivated to attend this session because it is considered time on the payroll. Ed Taylor, Dean of Undergraduate Education, runs the program, and Roy will contact him about the possibility of building some provision for collecting data into the program.

Edwards Lange also reported that a new university-wide data committee is being formed by Ron Johnson and Sara Gomez from C&C to explore and establish an updated system for information management for the entire University that does not depend on the payroll system (as much of the data produced for UW use currently does).

Council member Daniel Hart suggested that the Center for Statistics in Social Sciences might be contacted for help in working with new data that will be collected via Rhonda Forman's efforts. He also suggested that the Faculty Council on Multicultural Affairs serve as a watchdog on data being used by University administration. He has found that statistics cited by administrators seem to be at odds with the reality of the situation on campus. Chair Roy reminded the Council that although vigilance with the focus defined by the Council's mandate is fine, ultimately the Council is an advisory body. This Council, however, is, more than most, a data-driven council in a field where the data are unusually fickle – and it's very difficult to be effective without good data.

In response to a concern expressed about the tendency of administrators to get separated from the people and issues they are hired to represent, Edwards Lange told the Council that the Board of Deans had been asked to complete a checklist of items and activities related to diversity in their particular schools and colleges. Responses have been returned and compiled – and it now appears that some competition has been generated among colleges for having effective programs in place. She will share the results of this research with the Council.

She also reminded the Council about the reorganization of the Diversity Council which is charged with creating matrices for progress of diversity programs as a part of the plan to increase institutional diversity. This appears to be a substantial concern of the President. The Diversity Council had previously been constituted simply by those who were interested in diversity on campus. In addition to students, it is currently constituted by two representatives from every College, School and administrative unit. The newly constituted Council met recently for the first time and will meet again soon with the President, who will clarify his expectations for the Council.

Edwards Lange and Roy will discuss the possibility of some sort of joint meeting that includes FCMA and the Diversity Council.

3. Adjournment

The meeting was adjourned at 11:15 a.m.

