

Faculty Council on Multicultural Affairs
2012-13 Annual Report
Submitted by Angela Ginorio, Chair

Summary

The Faculty Council of Multicultural Affairs (FCMA) held six meetings over the academic year. Representatives from FCMA also attended two Faculty Senate meeting (Harris & Ginorio; Rubio attended as a Senator in representation of Military Sciences), multiple meeting of the Faculty Committee on Faculty Affairs (FCAS) (Ginorio & Reyes), and two meetings of a special committee of the Faculty Senate. FCMA representatives also attended multiple meetings with the Task Force on Diversity in Undergraduate Learning of the ASUW and the Student Diversity Coalition (Chapman & Ginorio). In addition, a FCMA representative attended a meeting of the Faculty Council on Women in Academe.

Diversity Graduation Requirement for Undergraduates,

The FCMA's primary objective this year was to create a Diversity Graduation Requirement for Undergraduates, a continuation of work begun last year. FCMA approved a proposal that originated with the Student Coalition (Helen Fillmore, Shange Purnell, and Jennifer Gibbons attended FCMA and FCAS meetings) and submitted it to FCAS. Following procedures, the proposal then went to the Executive Committee, and then to the Senate where it was finally approved on its meeting of 25 April 2013. This Class B legislation was finally passed on 24 May 2013, amending Chapter 114 of Scholastic Regulations to make a diversity requirement a reality.

Faculty Demographics Concerns

FCMA engaged at two different points with demographic concerns regarding faculty. The first was during Autumn Quarter when jointly with Faculty Senate Leadership and FCWA leadership we (represented by Alexis Harris) made a presentation to the Faculty Senate urging approval of Class C resolution that, among other provisions, asked departments to "make an effort to evaluate and discuss faculty demographics during this academic year." The Senate voted unanimously in favor of the resolution at its meeting of 29 November 2012.

The second involvement in demographic concerns was our support of FCWA's initiative to offer input to the group working on updating materials for Human Resources to ensure that metrics that enable assessment of women and of ethnic minorities progress in the professoriate at the UW are included in the new data bases.

Assessment of Diversity Issues among Graduate Students

FCMA followed up on our inquiries last year regarding diversity among graduate students by asking Prof. Eugene (Gino) Aisenberg, Graduate School's inaugural Leadership Professor, to report on his conversations with stakeholders. Prof. Aisenberg offered an informative report at the 24 April 2013 meeting.

Other Issues

FCMA noted a number of other issues of importance to our work. Depending on future developments, these remain as pending for future considerations of the 2012-2013 FCMA members:

1. criminal background checks for staff/faculty hires
2. differential impact of online courses and degrees
3. faculty recruitment issues (such as training of hiring committees, success of allocation of \$300,000 allocated to Luis Fraga's office)
4. salary, salary, salary

Council Members for 2012-13 Academic Year:

Faculty: Andres Barria-Roman, Physiology; Rachel Chapman, Anthropology; Angela Ginorio (Chair), Gender, Women, and Sexuality Studies; Lauro Flores, American Ethnic Studies; Alexis Harris, Sociology; Morayma Reyes, Pathology; Brett Rubio, Military Science; David Takeuchi, Social Work; Mayumi Willgerodt, Nursing; Anand Yang, International Studies.

Presidential Designee: Luis Fraga, Associate Vice Provost for Faculty Advancement.

Ex-Officio Representatives: Laura Lillard, ALUW; Eliana Lobo, PSO; Noralis Rodriguez, GPSS.