

Faculty Council on Multicultural Affairs
Annual Report for Academic Year 2011-2012

The Faculty Council of Multicultural Affairs held four meetings over the academic year. Representatives from FCMA also attended two Faculty Senate meetings, two meetings of the Faculty Senate Executive Committee, one meeting with the Faculty Committee on Faculty Affairs, and two meetings of a special committee of the Faculty Senate.

The FCMA had one primary objective on its agenda which was to amend the Faculty Code to include the consideration of diversity issues in faculty and promotion decisions. An initial proposal to modify the Faculty Code, which the FCMA unanimously passed, was presented to the Executive Committee of the Faculty Senate on January 9, 2012. A discussion about the proposal was conducted and a few modifications were made to some of the text. Following those modifications, the Executive committee voted and passed the modified proposal (please see the version that was passed by the Executive Committee).

The FCMA proposal was brought up for discussion at the March 1 Faculty Senate meeting. During the meeting, there were some issues raised about the proposal. The Faculty Senate decided to form a special committee composed of members of the FCMA, FCFA, and representatives from the Faculty Senate. Jack Lee chaired the special committee. The Committee revised the proposed amendment and the Faculty Senate voted at its May meeting to send the proposed amendment to a full faculty vote. Over three-fourths of the faculty who voted supported the change in the Faculty Code. President Young officially signed the legislation in June.

In one other noteworthy part of its business, the FCMA voted to discuss the diversity requirement for undergraduates during the Academic Year 2012-2013. Angela Lee agreed to chair the FCMA for the coming academic year.

While the FCMA did not have a lot on its agenda, it did make a major accomplishment to include considerations of diversity in promotion and tenure decisions. Such a major accomplishment took the engagement, support and insights of all the committee members. Below are the committee members who made contributions to the FCMA's deliberations:

Andres Barria, Physiology and Biophysics
Rachel Chapman, Anthropology
Lauro Flores, American Ethnic Studies
Luis Fraga, Associate Vice Provost for Faculty Advancement
Angela Ginorio, Women's Studies
Alexes Harris, Sociology
Laura Lillard, Library References and Research Services, UW Libraries
Eliana Lobo, Interpreter Services, Harbor View Medical Center
Morayma Reyes, Pathology
Noralis Rodriguez, GPSS
Mayumi Willgerodt, Family and Child Nursing
Anand Yang, International Studies