

Faculty Council on Multicultural Affairs
Annual Report
2006-2007
Sumit Roy, Chair

This past year was witness to several changes at the UW administrative level in positions pertinent to diversity and minority affairs; most notable among them, was the arrival of Professor Luis Fraga, new Associate Vice Provost for Faculty Advancement and the selection of Dr. Sheila Edwards-Lange to the post of Vice President for Minority Affairs and Vice Provost for Diversity. Sheila has been the President's designee on our Council and a committed voice on diversity matters on campus, and we look forward to continued cooperation in her new position. A significant achievement of the council was to invite Professor Fraga to our meeting and establish a critical working relation with him (see below) that will be vital to FCMA's effectiveness.

A short list of the main accomplishments, issues and desired follow-up follows:

1. Passed the following resolution (as a recommendation to the Provost)

"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)."

2. Identified the lack of credible suitably disaggregated data regarding minority faculty (hires, departures, status among ladder faculty ranks etc.) as *the* main inhibitor to formulation of sound policy on issues of diversity. Accordingly, Clarence Spigner (past FCMA chair and invited guest at one of our meetings) developed a proposal for a funded research study on this topic, that has been forwarded to Luis Fraga for his support in this endeavor. A specific goal for the next FCMA chair would be to see that the requisite support is obtained and the project executed in Academic Year 07-08.

3. The growing need for mentoring of minority (particularly new hires) faculty demands an effective response. While there is no one magic bullet to achieve this, the FCMA identified the Faculty Fellows program conducted under the auspices of Ed Taylor's Office of the Dean of Undergraduate Academic Affairs (which all new faculty hires attend) as a potential contact point for establishing a mentoring program. Specifically, an initial meeting with Christine Sugatan (Administrative Specialist) and John Sahr, Associate Dean, Undergraduate Academic Affairs, was held with a note to follow up with a concrete proposal for Academic Year 07-08.

4. The Provost has now explicitly identified progress on Diversity as a metric in annual evaluation of Deans. FCMA should prepare a strategy as an independent body for evaluation and monitoring of the performance of Deans and possibly revive the practice of issuing an Annual Report Card.