

**Faculty Council on Multicultural Affairs
2007-2008 Annual Report
Tom Grayson Colonnese, Chair**

The Faculty Council on Multicultural Affairs had a busy and productive year.

The initial part of the year was spent on developing accurate baseline information on minority faculty numbers for the period 1997-2006. The FCMA wishes to acknowledge the support that Associate Vice Provost Luis Fraga provided. This information is vitally important so that the University of Washington has a means to evaluate its progress in recruiting and retaining minority faculty. This data was very revealing. The numbers of black faculty have remained unchanged, hovering around a mere fifty faculty members. The numbers for Hispanic faculty members are small, but have seen a consistent upward trend, moving from about forty faculty in the late 1990s, to sixty currently. The number of native American faculty is very small, but like the Hispanic faculty, there is an upward trend with numbers increasing from six faculty in the 1990s to twelve or thirteen currently. The number of Asian faculty has increased significantly from about 120 in the 1990s to over 210 currently.*

Another project that the FCMA took on was a study of how minority student athletes fare at the University. Working closely with the UW NCAA Faculty Athletic Representative, Patrick Dobel, with the Associate Athletic Director for Student Academic Support, Kim Durand, and with Associate Vice President Emile Pitre, the FCMA gathered and evaluated information on minority student athlete academic performance, choice of majors and graduation rates. Although the information was generally positive, with UW ranking only behind Stanford in student athlete academic performance, the data revealed uneven success for African American student athletes as a cohort. These students had, as a group, significantly lower GPAs and graduation rates. The FCMA strongly believes that a better comprehensive plan needs to be developed to work with under-achieving student athletes, and that additional resources are warranted to work with these students. Moreover, the FCMA wishes to strongly suggest that part of the interview process with candidates for the Athletic Director position be asked to address this issue and how they would approach creating better performance and support.*

The next project that the FCMA undertook was to help sponsor a reception for new faculty of color. The FCMA is again grateful to Associate Vice Provost Luis Fraga for helping to sponsor this event along with the Office of Minority Affairs.

The final project the FCMA engaged in was first steps toward creating an exchange program with schools from the Black College and University Consortium. This project will continue during the next academic year.

**Supporting materials can be found in Faculty Senate Office files (36 Gerberding Hall).*