

**UNIVERSITY OF WASHINGTON
SPECIAL COMMITTEE ON MINORITY FACULTY AFFAIRS**

The Special Committee on Minority Faculty Affairs met on **Thursday, December 19, 2002**, at 3:00 p.m.
Chair Tom Colonnese presided.

PRESENT: *Professors* Colonnese, James, Koenig, Lopez-Guisa, Spigner
ex officio members Murata, Gallardo, Remick, Simmons, Butler, del Rosario

ABSENT: *Professors* Bae, Fabien, Bu Huang, Hsi-Ying Huang, Ramulu
ex officio members Morishima, Simmons, del Rosario

Synopsis

1. Conversation with Interim President Lee Huntsman and guests
Rusty Barcelo, Vice President, Minority Affairs
Johnnella Butler, Associate Dean and VP, Graduate School
Carol Niccolls, Executive Assistant to the President

Topics for discussion:

- (1) In what ways can academic programs that especially impact diversity be prioritized in these difficult times?
- (2) What measures are being planned to encourage the recruitment and retention of minority faculty--especially those that come from underserved populations within the State of Washington?
- (3) How do plans continue to link administrative efforts and faculty efforts in terms of undergraduate, graduate, and professional student recruitment, retention, and graduation?
- (4) We're assuming that a strong record of supporting diversity programs is a prime qualification for our new President. What will be done to ensure that the Search Committee and the Selection Committee will review and evaluate the candidates' accomplishments in this area?

Colonnese called the meeting to order at 3:00 p.m.

Welcome and Introductions

At the invitation of the Chair, President Huntsman, guests, and Committee members introduced themselves. Huntsman entered into general dialogue with Committee members, based upon the questions submitted in advance.

Discussion

In what ways can academic programs that especially impact diversity be prioritized in these difficult times? What measures are being planned to encourage the recruitment and retention of minority faculty--especially those that come from underserved populations within the State of Washington?

Huntsman commented that diversity policies have been very forcefully articulated by the Regents over a long period of time, and that the UW is in a season where the commitment to advancing diversity is in the stage of "doing the hard work." We're on course, but we're in that hard work phase, Huntsman added.

Money is limited and people's energy is limited, but the University continues to work and plan for a diverse campus. At all levels, the determination to keep pressing on this front is very deep. Huntsman said he is optimistic about the resolve and the maturing of UW efforts.

Clarence Spigner asked Huntsman to comment on the spate of AAUP emails about the UW's "million-dollar coach," and whether there will be any kind of refocusing in what the athletic department does.

Huntsman responded that he does not see any change in what the athletic department does, citing Athletic Director Barbara Hedges' comments to the Faculty Senate at its most recent meeting. Hedges told the Senate that the UW is in the 1% or 2% of schools that do not subsidize their athletic programs. The football program, Huntsman said, pays for itself and for 23 other sports. There is no line item in the Provost's budget for athletics.

The Athletic department gets its money from donors and from ticket sales – Huntsman does not see this as money diverted from academics, because many of these same donors also contribute to academics. He feels that trying to divert monies from athletics to academic programs might backfire. Carol Niccolls said that the Athletic program has given money to the UW Libraries - Spigner agreed, but saw the football players as being exploited at the expense of their academic pursuits. Huntsman responded that he is not here to defend the place of athletics at the UW, but the financial arrangements. At every other institution, Huntsman said, athletic boosters are continually demanding that university presidents spend more money on athletics. At the UW, that is not the case and he is grateful for that.

Colonnese observed that many faculty members across the country are not happy with the way athletics have developed on college campuses, but that the UW is more fortunate than most in that Athletics is self-supporting and does lend some support to other programs. American Indian Studies has been working with Rusty Barcelo to explore ways the athletic department can help with three big events each year – this would not be a huge amount of money, but the impact it would have and the goodwill it would create would be very valuable. Perhaps Athletics could be encouraged to see this as a possibility.

The Committee has developed some baseline numbers for minority faculty, Colonnese told Huntsman, in order to fulfill the Committee's mandate of reporting to the status of minority faculty to the Faculty Senate. Minority faculty are still aggressively recruited by the UW but can more easily be lured away by other institutions in times of no salary raises and more limited resources for teaching and research.

Colonnese commented that minority faculty would like to be more effective in promoting a campus climate for diversity, and have recently expanded the Committee's charge to include this area. This goes hand-in-hand with the work done by Rusty Barcelo's office and Johnella Butler's office – the Committee would also like to be more effective in diversifying both the faculty and the student body. This raises the issue of matching minority faculty populations with the student minorities they represent, and in appropriate proportions – especially African-Americans, American Indians and Latinos. The research with which Colonnese is familiar shows that there is definitely a correlation between retaining those students and retaining faculty from those same groups, he added.

Huntsman concurred, and said this is what he meant by "doing the hard work." All the players need to be functioning well for this to happen, from K-12 Outreach to Arts and Sciences and other academic units. Retention of students of color is a joint effort by Rusty Barcelo's office and the schools and colleges, while faculty recruiting is done by departments with an important role for the Deans and the central administration as well. The Deans devote one meeting per year exclusively to minority faculty recruitment. There is a range of contributions from all these organizations, depending on the shifting goals. The question for SCMFA is "What can we do from the middle to facilitate these goals," said Huntsman. The answer depends upon the goal in question, as to what the Committee can do to help.

William James cited three concrete things the Committee could do:

- Continue with the Spring Workshop on mentoring minority faculty. This has been both informative and helpful, since senior faculty attended and gave their support and practical advice.
- Interview existing faculty to combat the sense of isolation and frustration among minority faculty who are wondering about their career paths and other issues – use a face-to-face approach to get the pulse of the climate on campus, instead of a survey.
- Conduct exit interviews that would shed some light on the reasons minority faculty leave the UW. Are they frustrated with their promotion and tenure opportunities? Did they get a better offer?

Johnella Butler said that face-to-face interviews and focus groups are in the works, as part of Cynthia del Rosario's doctoral project. These will take place during Winter Quarter, and the results will be given to the President's Office. Butler also cited the "Can Do" group, who pool efforts to recruit minority faculty across departments. Butler and Helen Remick are also working on a system for exit interviews, and Jesse Garcia's office is conducting a program to help department chairs with their leadership skills, including mentoring minorities.

Huntsman commented that students regularly cite the diverse campus as one of the important positive facets of their academic experience. There are now a number of mainline lower-division courses that include a diversity link that is similar to the "W course" writing link. These are dialogue groups that explore and foster diversity.

Colonnese asked whether additional resources are being used to bolster small programs. He has had good experience in American Indian Studies with small amounts of money yielding great rewards. Huntsman said UW resources are actually declining, but there is determination to move academic programs forward. The UW continues to move toward the attributes of a private institution – State money is dwindling and the University must look to private money for the shortfall.

James asked about vertical cuts – he has heard rumors that 100 programs have been identified for elimination. Huntsman said this is not accurate. The administration is looking for efficiencies unit-by-unit, and for new revenues in the same way, with each school and college. Everyone will have responsibility for taking some cuts and for going after some new revenue if they can. The effects will be variable because some parts of campus are not so stressed, while some are stressed to the breaking point, Huntsman said. It is very unlikely that vertical cuts will eliminate whole schools or colleges or big departments. Vertical cuts bring enormous baggage in terms of morale, and make little difference in terms of savings realized. These kinds of cuts just divert students to other departments, which then need increased funding.

How do plans continue to link administrative efforts and faculty efforts in terms of undergraduate, graduate, and professional student recruitment, retention, and graduation?

Rusty Barcelo said there are several initiatives underway at this time. There is a breakfast group that is using African American faculty to give talks to the community and bring students to the campus. Barcelo is meeting with five undergraduate deans to talk about how to work together and share resources to further diversity efforts. Their discussions have included ways to raise scholarship and retention dollars. The next follow-up meeting will be about developing a matrix of what the colleges do to recruit students and faculty of color, so OMA can see how the groups can help each other. Some departments and colleges are doing outstanding work in these areas.

The Diversity Council has to play a key role in these efforts – this large group is now being streamlined and reassessed, Barcelo said. The Office of Minority Affairs has been reorganized, with greater responsibilities given to Emil Pitre and Enrique Morales. Barcelo is concerned that very few students have connected with a faculty member even enough to ask them for letters of reference.

Barcelo said she is pleased that SCMFA has adopted climate and student issues as two new goals, and would like to be a regular part of the discussion within SCMFA. Barcelo will be added to the SCMFA email list.

Presidential Search Committee

At Spigner's request, Huntsman updated the Committee on the progress of the search for a new president. The Regents have appointed a Search Committee and posted criteria for the new President on their Website. They have asked the Search Committee for a list of three to five finalists, by early April. When the Regents receive the list of finalists, they will evaluate and recruit the new President. The Regents may or may not hire a professional search firm.

Spigner stressed the importance of the new President having a record of promoting racial and ethnic diversity – what's the best way for the Committee to make sure this happens? Huntsman cited one of the posted criteria, that the successful candidate will have "understanding of, and demonstrated commitment to, diversity and multi-cultural development." When that statement is coupled with the track record of the Regents, Huntsman responded, that shows the Regents have made diversity a priority.

Huntsman expressed his appreciation for the opportunity to meet with the Committee, characterizing the meeting as both thoughtful and provocative. SCMFA is a constructive and challenging force, Huntsman added, and he is grateful for it.

The meeting was adjourned at 4:25 p.m. Minutes by *Linda Fullerton, Recorder*.

