

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

The Special Committee on Minority Faculty Affairs met on **December 11**, at 1:30 p.m. There being no Chair, Lea Vaughn, Secretary of the Faculty Senate, presided.

PRESENT: *Professors* Huang, Koenig, Lindenberg, Madison, Spigner
 ex officio members Butler, Colonnese, Morishima, Remick

ABSENT: *Professors* Bae, Gamboa, Ramulu
 ex officio members Gobran, Teng

Approval of agenda

Upon correction of Johnella Butler's status from guest to ex officio member, the agenda was approved.

Approval of minutes

The minutes of the May 23 meeting were approved as written.

Recruitment of Chair

Lea Vaughn reported that she has asked several people to chair the group, but no one has agreed to do so. She asked the group to suggest candidates she can call.

John Madison commented that the difficulties with recruiting a chair mirror the difficulties minority faculty have in connecting with one another on campus. "We see each other at special gatherings, but we have very little connection otherwise."

Vaughn asked if there is a list of faculty by ethnicity. Helen Remick said there is, but it's confidential. Vaughn asked if the list could be obtained via a Freedom of Information Act request. Remick said that was an open question - at this moment there is not a final policy, but the policy now published on the Web says the information is confidential.

During general discussion, Johnella Butler nominated Geneva Gay as a possible Chair. Vaughn suggested Bob Crutchfield and Thad Spratlen. Clarence Spigner declined nomination as a co-chair - he has chaired twice. Ed Taylor and Michelle Jones were mentioned as possible candidates. Coralie Walters and Sherry Banks were also mentioned.

Tom Colonnese contributed the names of Indian faculty in addition to himself: Marvin Oliver, Dan Millience, Luana Ross, Jim Mason, Charlotte Cote, Walt Hollow, Tessa Campbell, June Strickland, Karina Walters.

Vaughn will begin contacting these people to see if a Chair can be found.

Budget Issues

Vaughn reported on current budget issues. The administration does not believe there will be a state of financial emergency (defined as 20% cuts), but targeted or programmatic cuts of 5% to 10% may be required; state agencies may have to cut 15%. Across-the-board cuts at the UW will probably be a last resort.

The Board of Deans and the Senate are gearing up to use the Reorganization, Consolidation, and Elimination of Programs procedures (RCEP) in Chapter 26. Under RCEP, faculty members, students, and the public can have input to the process if there are substantial cuts to any degree-granting program.

Because minority programs are relatively recent additions to the University, minority faculty can be more at risk during programmatic changes. It's important to stay abreast of what's happening, so SCMFA can be proactive as reorganizations occur.

At present, faculty members are due for a 2% salary increase; Vaughn has heard nothing to indicate this won't happen. But there may be tradeoffs - a hiring freeze, for example. In November, a moratorium was declared on competitive offers and UAF cuts. The administration has been asked to apprise the faculty of budget scenarios.

Underlying Causes for Lack of Chair

John Madison said he has concluded it is difficult to find a Chair because SCMFA has little status with the Administration or with the faculty. Madison said the Committee needs an activist Chair if it is to succeed. The Committee is faltering, he added, and he sees little progress or fundamental change - do others share this view?

Jane Koenig suggested that the Committee deal with a high-profile item to raise its visibility - a revision to the Faculty Code, for example. Madison responded that the Committee already deals with a high-profile item, an important cultural and sociological condition. The Committee has tried to gain Council status several times, but has been denied and continues to report to the Faculty Affairs Council.

Vaughn commented that there is a special committee now working to restructure the Councils; she will advise Norm Rose, who chairs that group, of the Committee's concerns and its wish to be independent.

Clarence Spigner expressed frustration at the inaccessibility of data on UW minority faculty, which he feels hampers connections between minority faculty as well as informed analysis of problems.

Best Ways to Utilize Associate Vice Provost for Faculty Diversity

Johnella Butler, Associate Vice Provost for Faculty Diversity, would like to have a list of minority faculty so the Committee can visit them and make them aware of what the Committee is and what it does. These contacts could be used to identify minority faculty issues and encourage dynamics among minority faculty.

Butler has obtained a three-year grant that allows her job to become fulltime; she is using this increased time to work with Helen Remick and Steve Olswang to address diversity issues. A gathering for minority faculty is in the offing; Butler would like to plan this in conjunction with the Committee, and serve as a link with the administration and the Office of Minority Affairs.

Part of Butler's work will be a study with Research Assistant Cynthia Della Rosario, whose dissertation focuses on minority faculty on predominantly white campuses. Della Rosario will arrange a series of focus groups to identify minority faculty issues. She could also attend an SCMFA meeting to explain what she's doing, and get the Committee's input. The goal is to have findings available by the end of Academic Year 2001-2002. Spigner and Madison stressed the need for skilled facilitators for the focus groups, and encouraged the publishing of results.

In general discussion, Committee members questioned the function of the President's Advisory Committee on Diversity -- does it replace or duplicate the work of SCMFA? There seems to be dilution of effort. Butler suggested it would be important for SCMFA to connect with Rusty Barcelo, who chairs the Advisory Committee.

Minority Trends and Outcomes Database

Catherine Lindenberg proposed that a database be constructed to identify and track minority faculty trends and outcomes. Helen Remick has a list that identifies minority faculty, but it is confidential. If the Committee will draft a message to all minority faculty, Remick said, she will send them a letter asking whether the Committee may contact them. During the meeting, Remick and the Committee created a rough draft that Remick will refine and email to Committee members for final approval. The letter will go out to minority faculty members in early January, 2002.

Remick advised the Committee that there are databases on minorities; there is also a Workforce Profile by race/sex/etc. The 2001 information will be on the Website in January. This information can be made available in various forms and formats, depending on what the Committee would prefer to see.

Lindenberg volunteered to design a summary sheet that will show minority faculty trends by gender, ethnicity, and numbers across four years. Morishima requested that this be broken down by college, including the hospitals. Lindenberg will send Remick a template on an Excel spreadsheet, with a copy to the Recorder, so that Remick can get this information from the existing database.

The meeting was adjourned at 3:15 p.m. Minutes by Linda Fullerton, Recorder.