

University Of Washington
Faculty Council on Multicultural Affairs
3:30 p.m. – 5:00 p.m., November 30, 2011
36 Gerberding Hall

Meeting Synopsis:

- 1) Call to Order
 - 2) Approval of Minutes from the meeting on October 26
 - 3) Discussion of commitment of the Associate Dean of the Graduate School towards GO-MAP with Jerry Baldasty
 - 4) Discussion of draft of Diversity language to amend to the Faculty Code
 - 5) Adjournment
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1. Call to Order

The meeting was called to order by Chair David Takeuchi at 3:43 p.m.

2. Approval of Minutes from the meeting on October 26

Minutes were unable to be approved due to lack of quorum.

3. Discussion of commitment of the Associate Dean of the Graduate School towards GO-MAP

Gerald Baldasty, Vice Provost and Dean of the Graduate School, was present to discuss resources dedicated to the Graduate Opportunities & Minority Achievement Program (GO-MAP). He provided the Council with a GO-MAP handout, and highlighted priority of increasing funding for graduate and professional students of color. Baldasty noted a cut of 20% across the Graduate School and 15% within GO-MAP within the past three years, and highlighted need for fundraising to support GO-MAP. All recruitment money comes from the state, although Bank of America provides GO-MAP with endowment funds. He described support by advancement staff in the Graduate School, and efforts to increase effectiveness without additional staff.

The most compelling evidence for funders is through presentation of student profiles, and Baldasty is focusing on developing relationships with alumni of color. He noted a challenge in demonstrating Graduate School as a public good. Baldasty provided a Diversity report, released 3 weeks prior, noting that the Graduate School has improved but is still behind its peers in diversity. He requested for the Council's feedback in how to follow-up after the release of this report, informing intention to reach out to student diversity organizations on campus.

Baldasty illustrated outreach efforts, discussing materials created to engage funders and demonstrate need for additional funds. He provided examples of support for diversity at the Graduate School: funding for students, supporting student success (workshops such as dissertation writing group, network event, professional development, and matching students with mentoring). He also mentioned prioritization of programs in order to focus funding towards graduate students, such as ARCS fellowships for students.

He highlighted the long term goal of recruitment and retention, increasing access to graduate school for first-in-family graduate and undergraduate students.

Baldasty then briefly discussed the staff structure supporting GO-MAP, and recruitment efforts for a new Associate Dean. Baldasty noted that in the past, Associate Deans had come from shared resources from the Graduate School. He added that the ideal candidate would be a faculty member, but someone able to do outreach and gain additional funding. He had attempted to recruit two members for this role, and requested for help from the Council to send him names for potential candidates.

Takeuchi commented that many different community groups are active in Seattle that represent different groups such as Asian Americans and Pacific Islanders, Latinos, and African Americans which could be engaged for additional funding. Baldasty noted that he had not received comments from community groups, and asked Takeuchi to introduce him to groups that had expressed interest after reading this report.

Clarifying questions were asked whether a full or associate professor for the Assistant Dean is being sought, Baldasty responded that he would prefer someone with more experience, preferably a full professor. GO-MAP follows the Office of Minority Affairs & Diversity's definition beyond race, sexual orientation, first-generation students; however Baldasty commented that the most systematic barriers for careers are often for people of color. Takeuchi, requested that the council sent names of potential Assistant Deans or interested groups, which could serve to support the fundraising efforts of GO-MAP.

4. Discussion of draft of Diversity language to amend to the Faculty Code

Council members discussed the next steps within the amendments of Diversity language into the Faculty Code. FCMA members will be solicited for comments on the proposed language and given a deadline for such feedback. The next step will also be a written endorsement describing justification for this insertion. Also mentioned was the potential to discuss this legislation with the Faculty Council on Faculty Affairs.

Faculty Senate Chair Susan Astley has already been made aware of the legislation, which was presented during an informal meeting in July. Jay Freistadt recommended that Takeuchi and Fraga meet with Marcia Killien, Secretary of the Faculty, however Fraga will be out of the office during the next week. Alex Bolton, Assistant to the Secretary of the Faculty, briefly described the process for Class A Legislation, noting that such a process should be initiated by the January 9th Senate Executive Committee meeting, although there is potential to still pass this legislature if initiating the process in April.

5. Adjournment

Chair Takeuchi adjourned the meeting at 4:58 p.m.

Notes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu

Present: **Faculty:** Takeuchi (Chair), Ginorio
 President's Designee: Fraga
 Ex-Officio Reps: Lobo
 Guests: Gerald Baldasty, Alex Bolton

Absent: **Faculty:** Yang, Barria, Flores, Willgerodt, Reyes,
 Ex Officio Rep: Lillard