

University Of Washington  
Faculty Council on Multicultural Affairs  
3:30 p.m. – 5:00 p.m., November 28, 2012  
36 Gerberding Hall

**Meeting Synopsis:**

- 1) Call to Order
  - 2) Approval of Minutes from February 22nd, May 23rd, and Oct 24th FCMA meetings
  - 3) Update on Student Diversity Requirement
  - 4) Update on "Faculty Demographic Concerns"
    - a. Content of 5 minute presentation by FCMA for the November 29 Faculty Senate meeting
    - b. Discuss proposed Class C Legislation for the November 29 Faculty Senate meeting
  - 5) Prioritize 2012-13 Council activities proposed on 24 Oct meeting
  - 6) Adjourn
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**1. Call to Order**

The meeting was called to order by Chair Angela Ginorio at 3:37 p.m.

**2. Approval of Minutes from February 22nd, May 23rd, and Oct 24th FCMA meetings**

Minutes from the past meetings were approved as written.

**3. Update on Student Diversity Requirement**

Council member Rachel Chapman, who attended the meetings regarding the Student Diversity Requirement, was absent. Director of the Center for Curriculum Transformation Betty Schmitz was present to describe the current status of the requirement. This requirement was proposed by the Student Diversity Coalition (SDC) last year, however this proposal had been rejected by the Subcommittee on Admissions and Graduations of FCAS (SAG).

Over the summer, Ginorio, ASUW and SDC members met with Faculty Senate Chair Jim Gregory to discuss how to pursue revisions. A working group, consisting of members of FCAS, FCMA and students was formed to assist with the revisions of this proposal. Some changes had been recommended, such as changing the requirement to one, quarter-long course. Ginorio was unable to attend these meetings. Recently, the students expressed unhappiness with the recommendations of FCAS members, raising questions of whether revisions extended beyond the initial recommendations.

Schmitz has been involved with past attempts to pass a diversity requirement, and is co-chairing the Task Force for Diversity for Undergraduate Learning, formed by Provost Ana Mari Cauce. The charge of this task force is to develop more courses relating to diversity should this requirement pass. She noted that the current proposal had been endorsed by a large number of constituents, such as community members, ASUW, and the SDC, in addition to the UW Diversity Council. Schmitz noted that students had addressed multiple items as suggested by the SAG, such as impact on transfer students from community

colleges. The students expressed exhaustion on further revisions and proposed to submit the current proposal as final, to be brought to the Task Force, and offer it again to the FCAS Subcommittee.

The Council considered issues between the university processes, and the way the proposal defined “diversity,” which came from the University’s Diversity Blueprint, which guides institutional planning throughout the university. Concern was expressed that students have spent too much time on this. To move this forward, FCMA was suggested to review the students’ proposal, ensure that past concerns are addressed, and present this to the Chair of FCAS, as FCMA’s proposal. Letters of endorsement could be submitted along with the proposal, as well as the institutional definition of diversity.

#### **4. Update on "Faculty Demographic Concerns"**

A presentation will be given to the Faculty Senate November 29<sup>th</sup> meeting, in support of Class C Legislation to emphasize concerns regarding faculty demographics (attached as Exhibit A). Members suggested that the first request for departments or academic units to make an effort to evaluate and discuss faculty demographics, may be the most contentious part. The Council debated how successful open searches have yielded multicultural deans, and scenarios within different schools or departments. Methods were discussed on how to hold Deans accountable for promoting diversity.

a. Content of 5 minute presentation by FCMA for the November 29 Faculty Senate meeting  
Alexes Harris walked through the presentation which she will be presenting tomorrow at the Faculty Senate (Attached as Exhibit B). Her presentation compared demographics between the following populations: US, Washington State, UW undergraduate and UW tenure track faculty. She also discussed the racial and ethnic distribution of new faculty hires. UW has a far greater proportional representation of white, non-hispanic tenure track faculty compared to its student population. She concluded of need for regularly collected and accessible data on faculty demographics.

b. Discuss proposed Class C Legislation for the November 29 Faculty Senate meeting  
The Council members considered obstacles for women and multicultural faculty on campus, discussing specific instances in departments, and the few people of color making faculty promotion decisions. The total number of tenure track positions has been decreasing over time. Questions arose on how such searches are conducted for adjunct and lecturer positions, noting that faculty with these appointments demonstrate potential to improve faculty demographics. Torrey Tiburzi, Director, Equal Opportunity and Affirmative Action (EOAA), tracks such information and will be invited to FCWA and FCMA meetings, discuss what numbers will make sense to be produced. Another suggestion was to improve the visibility of these numbers by making the EOAA directly report to the Provost.

#### **5. Prioritize 2012-13 Council activities proposed on 24 Oct meeting:**

Council members discussed all of the potential activities for the Council to take during this academic year.

##### **a. Impact on existing courses of diversity requirement, if approved**

Ginorio had discussion with Schmitz regarding concerns of impacts a diversity requirement on existing courses. Most students who would not meet this requirement would be Engineering and the Business

School. These units would need to develop courses, in order to off-set potential impacts of Activity Based Budgeting. Other issues discussed were potential impacts by having disinterested students in diversity content courses, which may have promotion and tenure impacts, if negative course reviews are given to professors by such students. These impacts should be monitored.

b. Online Undergraduate Degree Completion Initiative

Multiple departments have expressed interest in housing classes to take part in this new initiative. Ginorio suggested that monitoring be conducted to determine financial implications on units.

c. Graduate School: students of color, numbers & experiences

Concerns were expressed on the funding of the Graduate Opportunities and Minority Achievement Program (GO-MAP). Additionally, Gino Eisenberg, a graduate student will present findings to the Council regarding experiences of graduate students of color during an FCMA meeting in Winter Quarter.

d. FCWA mentoring memos (Attached document on “Writing a Faculty Matters Memo.pdf”)

e. Faculty Salary Policy

f. Potential addition of questions regarding misdemeanors, felonies, or school discipline on UW’s undergraduate application

Harris heard of the potential inclusion of questions asking if UW undergraduate applicants had committed misdemeanors, felonies or was disciplined at any school on application forms at an Advisory Committee on Intercollegiate Athletics meeting. UW is one of a few schools which doesn’t request such information, and thus do not remove such candidates as potential admits. Her concern was that people of color have more disciplinary actions against them, and are more probable to have a misdemeanor or felony, thus this policy may impact applicants differently.

Council members deliberated the impact of such a question on potential applicants, and their consideration of attending UW, and whether the motivation for this policy is to be in compliance or potentially to conform to criteria used by the Common Application.<sup>1</sup> This policy is the opposite direction that the City of Seattle has taken, as it is considering removing this requirement from job applications. The Council agreed to draft a statement to Faculty Senate Leadership regarding concerns of adding such questions to UW’s application.

## 6. Adjourn

The meeting was adjourned by Chair Ginorio at 4:55 p.m.

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*Minutes by Jay Freistadt, Faculty Council Support Analyst. [jayf@u.washington.edu](mailto:jayf@u.washington.edu)*

**Present:**           **Faculty:** Ginorio (Chair), Harris, Rubio, Barria, Reyes, Flores,  
                          **Ex-Officio Reps:** Rodriguez  
                          **Guests:** Betty Schmitz

**Absent:**           **Faculty:** Takeuchi (Sabbatical), Yang, Wilgerodt, Chapman  
                          **President’s Designee:** Fraga  
                          **Ex-Officio Reps:** Lillard, Lobo

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<sup>1</sup> A standardized first-year application: <https://www.commonapp.org/CommonApp/default.aspx>

Exhibit A: Resolution Addressing Faculty Demographic Concerns

RESOLUTION ADDRESSING FACULTY DEMOGRAPHIC CONCERNS

WHEREAS, available data show that the percentage of tenured and tenure-track faculty has declined, that the number of faculty of color remains too small, and that women are under-represented among tenured faculty, especially at the full professor rank, and in academic leadership roles; and

WHEREAS, the University of Washington has endured four years of budget stress during which normal patterns of faculty replacement have been suspended; therefore,

BE IT RESOLVED that the Faculty Senate requests the following:

1. that each department or academic unit make an effort to evaluate and discuss faculty demographics during this academic year and in doing so consult the updated criteria for promotion detailed in Chapter 24 of the Faculty Code;
2. that deans ensure each search committee discuss appropriate ways to broaden search pools;
3. that the Office of Equal Opportunity and Affirmative Action (EOAA) resume the practice of making demographic trend data accessible to the faculty. Annual reports and past reports should be available in Excel and portable document format (pdf);
4. that the Provost make an annual report to the Senate about efforts and progress in restoring the tenure track, advancing racial and ethnic diversity, and achieving gender equity.

## UW Faculty Racial and Ethnic Characteristics

Alexes Harris

Associate Professor of Sociology

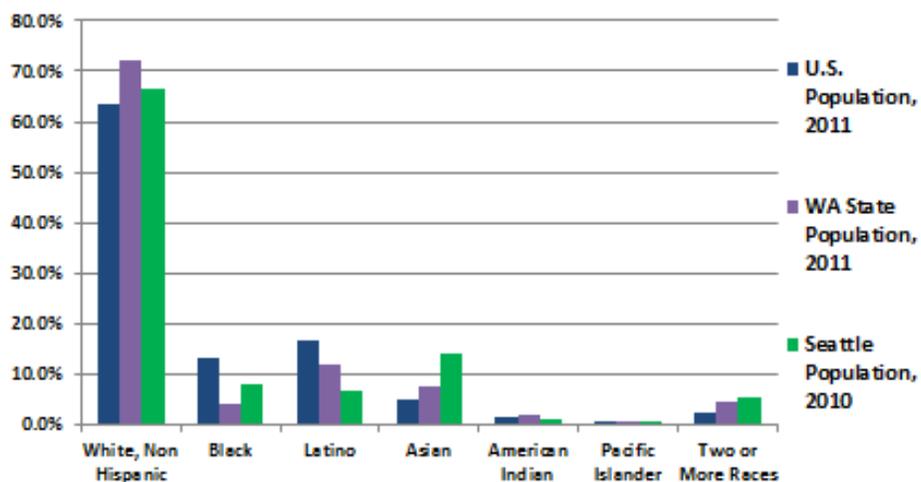
University of Washington

Faculty Senate

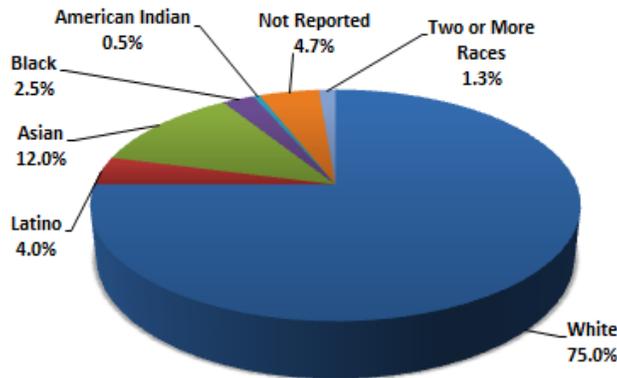
University of Washington

November 29th, 2012

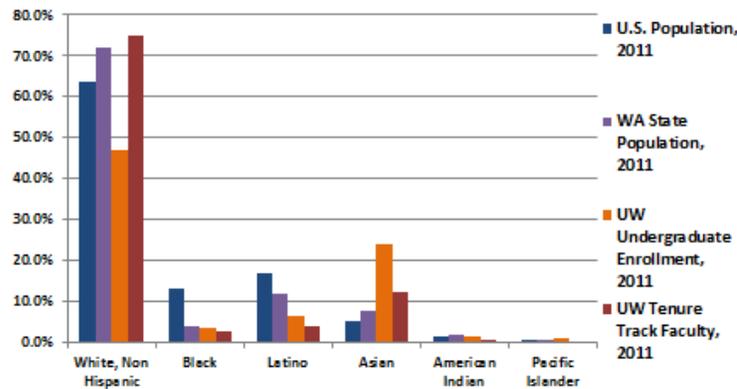
### Race & Ethnicity in U.S., WA State, and Seattle



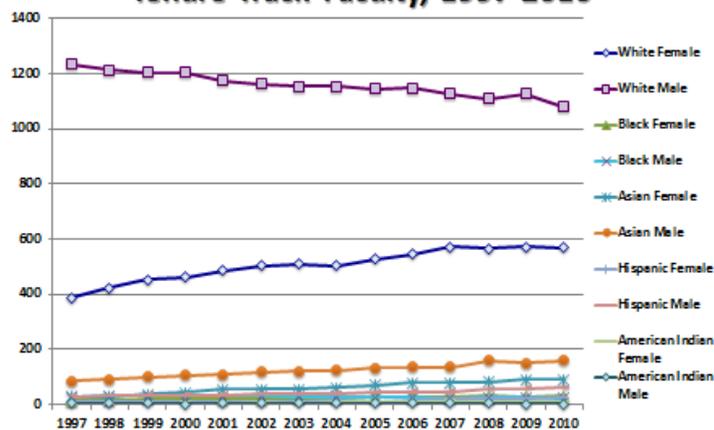
### Tenure/Tenure-Track Faculty, Fall 2011



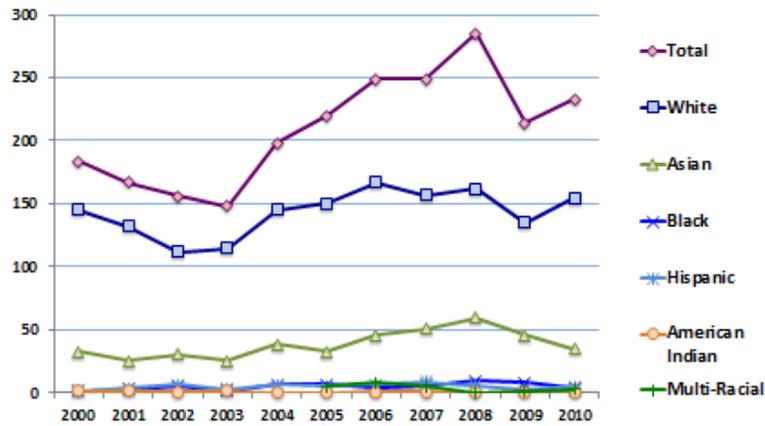
### Race & Ethnicity in U.S., WA State, and UW



### Change in Total Tenured and Tenure-Track Faculty, 1997-2010



### Racial and Ethnic Distribution of New Faculty Hires, 2000-2010



### Achieving and Maintaining Faculty Diversity

Need for regularly collected and accessible data

Better understanding of current department practices

- Do they have diversity goals?
- How are they defined and measured?
- What are the established processes to reach these goals?

### Profile of Tenured and Tenure-Track Faculty—Seattle, Tacoma, Bothell, 1997-2011

Year	Total	White Female	White Male	Black Female	Black Male	Asian Female	Asian Male	Hispanic Female	Hispanic Male	American Indian Female	American Indian Male	2+ Races Female	2+ Races Male
1997	1817	387	1234	14	26	29	84	9	29	2	3	-	-
1998	1848	424	1212	17	30	29	89	11	31	2	3	-	-
1999	1897	433	1203	22	32	38	98	11	34	3	3	-	-
2000	1917	461	1203	23	32	43	105	9	35	4	2	-	-
2001	1923	485	1175	20	31	34	107	9	35	4	3	-	-
2002	1940	503	1161	20	31	34	116	10	36	6	3	-	-
2003	1942	508	1154	21	28	35	119	11	38	5	3	-	-
2004	1956	503	1152	23	28	61	123	13	40	8	3	-	-
2005	1991	528	1143	27	24	69	131	11	43	8	3	-	-
2006	2026	543	1147	27	23	77	135	13	47	8	4	-	-
2007	2037	571	1127	26	23	78	134	18	47	9	4	-	-
2008	2060	563	1109	30	26	82	138	22	56	8	4	-	-
2009	2107	571	1127	29	26	89	148	23	59	6	2	16	9
2010	2070	569	1080	30	22	89	159	24	61	7	2	16	10
2011	1970	536	1023	30	21	89	156	23	57	7	2	16	10