

University of Washington
Faculty Council on Multicultural Affairs

Tuesday, November 14, 2006
36 Gerberding Hall

Chair Sumit Roy called the meeting to order at 9:35 a.m.

Meeting Synopsis:

1. Announcements, new business and approval of minutes from April 17, June 2, and October 7, 2006 meetings
2. Presentation & discussion: Status/challenges regarding URM data collection – Cheryl Angeletti-Harris, Assistant Vice Provost for Equal Opportunity
3. Notes from Chair: Scheduling issues and draft FCMA resolution
4. Adjournment

1. Announcements, new business and approval of minutes from April 17, June 2, and October 7, 2006 meetings

Chair Sumit Roy announced that the December 5 meeting of the Faculty Council on Multicultural Affairs is canceled, because he will be out of town.

Sheila Edwards Lange updated FCMA on the status of the Diversity Council. She requests that FCMA appoint a permanent representative to the Council. The Council is charged with creating a Diversity Plan for the UW that includes measurable benchmarks and goals. It will also be working on the coordination of diversity efforts throughout the University. As a start, Deans have been asked to provide names of faculty and staff associated with diversity programs within their schools and colleges. In the past, the Council has met once a quarter, but with its increased workload, it will be meeting twice a quarter at least until the Plan is completed.

Roy will poll the members of FCMA for a volunteer representative for the Council and report back to Edwards Lange.

Approval of minutes was deferred due to lack of a quorum. The Chair may request approval of past meetings' minutes via e-mail this month.

2. Presentation & discussion: Status/challenges regarding URM data collection – Cheryl Angeletti-Harris, Assistant Vice Provost for Equal Opportunity

Roy introduced the Council's guest speaker, Cheryl Angeletti-Harris, Assistant Vice Provost for Equal Opportunity by posing the dilemma concerning data collection on under-represented minorities (URMs). He expressed his hope that the discussion would lead to ways that the Council might be able to help in her efforts to collect meaningful data. Angeletti-Harris introduced Carmen Cook, Affirmative Action & Human Rights Assistant in her office, who assists in interpreting state and federal affirmative action regulations.

In response to a question about the quality of the data available to her and her ability to sort the data in such a way that it addresses specific requests from the campus community, Angeletti-Harris replied that the data she receives is not perfect. All employees are asked to fill out an affirmative action form which identifies an employee

by ethnicity, race, disability and veteran status. These are now on-line and are correctable through MyUW (except for gender and birth date).

In addition, all applicants are asked to fill out an AAIR (Affirmative Action Information Request), but this is an optional part of the application procedure, and the rate of return on these forms is fairly low.

Angeletti-Harris's office does not collect affirmative action information on students. That data is available through Admissions and the Registrar's Office.

All of this information is strictly confidential if it links this information to names. Distributing information that simply lists numbers is allowable, however. The policy on this has been enforced more strictly with Angeletti-Harris, who feels strongly that confidential information remain confidential regardless of the nature of the request.

Roy emphasized that unless you trust the source and are able to sort the data in meaningful ways, statistics are not of much use. Since numbers of URM's on campus are so low, it is very important to have trust in those numbers in order to be confident that the tracking of trends reflects the reality of the situation.

Angeletti-Harris responded that the primary source of her statistics is a download of the October 25th payroll each year. This is relatively good data, but it is not enough to provide an accurate picture of what's happening on campus in terms of affirmative action.

Roy brought up the fact that UW Census numbers consistently under-count minorities. Is that happening at the UW?

Angeletti-Harris responded that the policy is to make every effort to obtain accurate information from individuals, but whenever there's a void or doubt, a person is designated as Caucasian. She and Carmen Cook contend that an undercount of minorities is more likely to keep the University actively committed to support of affirmative action.

In addition to the voluntary nature of obtaining the statistics of concern to Roy and the FCMA, the office of Affirmative Action is lacking in adequate technical and staff support.

Affirmative action information is also collected informally at the department and college level, but information gleaned during application processes is suspect as well.

The big question is – now that Diversity is no longer an “add-on” in terms of University priorities, it is important to have data in order to support establishing and/or revising policy.

Responsibility for affirmative action data collection may well need to be spread over a number of different offices. Another source of affirmative action data could be from federal government forms required in conjunction with submitting requests for grants and contracts. If more than one office is involved in the collection of data, however, there would need to be a very clear process in place to ensure the quality and timeliness of data and its integration into the “pool” of data.

Angeletti-Harris reported that as a relative new-comer to the position, she is still working on what she needs, and is discovering the possibilities and limits of resources available.

Administrative computing on the UW campus is antiquated. C&C changes are coming, but those changes will take place over a long period of time.

How can minority faculty be identified in order to invite them to participate as mentors to new faculty? The possibility of sending an e-mail to faculty asking minorities to identify themselves as prospective mentors was discussed. The resulting list would require staffing to keep it up-to-date or it could be posted to a website where individuals could update information through MyUW.

The need for data on attrition is also needed in order to track trends regarding the rate at which minorities are inclined to leave the University in comparison to their non-minority peers.

Angeletti-Harris told to the Council that she is dealing with a huge conflict in her work. She in no way wants to be a hindrance to diversity, but she is passionately dedicated to maintaining confidentiality. Her office is looking into some kind of release of information form that could be filed by individuals.

3. Notes from Chair: Scheduling issues and draft FCMA resolution.

Council members were encouraged to send their availability for Winter Quarter meetings to Susan Folk given the parameters outlined in the meeting agenda: The chair can meet any Monday, Wednesday or Friday morning between 9 and 12.

The suggested FCMA resolution was approved by consensus of those members present.

4. Adjournment: The meeting was adjourned at 10:48 a.m.

Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183,

Present: **Faculty Members:** Yoriko Kozuki and Sumit Roy
 President's Designee: Sheila Edwards Lange
 Ex-officio Members: Laura Lillard and Bob Roseth
 Guests: Cheryl Angeletti-Harris, Assistant Vice Provost for Equal Opportunity and Carmen Cook, Affirmative Action & Human Rights Assistant

Absent: **Faculty Members:** Tom Colonnese, Qiang Fu, Michelle Hardy, Daniel Hart (excused), Rajinder Kaul, Zhi Lin, Anand Yang (excused), Anne Yue-Hashimoto (excused)
 Ex-officio Members: John Macklin (excused)