

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

The Special Committee on Minority Faculty Affairs met on **Friday, November 14, 2003**, at 2:30 p.m.

PRESENT: **Professors:** Lopez-Guisa, Tokuno, Lincoln
 ex officio members: Murata, Gallardo, Remick, Simmons, del Rosario
ABSENT: **Professors** B. Huang, James, H. Huang, Centurion-Lara
 ex officio members Butler

Synopsis

1. Approve agenda/ Approve minutes
2. Remarks by Ross Heath, Faculty Senate Vice Chair
3. Recruiting a Chair for SCMFA - general discussion

The minutes were approved, the agenda was approved.

Remarks by Senate Vice Chair

Ross Heath, Faculty Senate Vice Chair, visited SCMFA to discuss current business in the Senate Executive Committee and Senate.

Heath described the Rose Report, which reflects the push for shared governance between the administration and the Faculty Senate, and arose from a proposed reorganization of Faculty Councils. The Committee, chaired by Emeritus Professor Norm Rose, concluded that University committees could be more effective and efficient if the administration and the Faculty Senate worked together.

Heath said there are two theoretical governance models at extreme ends of the scale:

1. Faculty and administration work together to share governance. All policies are thoroughly digested and discussed before action is taken by the appropriate decision-maker (President, Board of Regents, etc.)
2. An "industrial model," where there is no pretense of shared governance. This is essentially an adversarial model, with a faculty union and administration.

Heath described the present UW model as "Code-driven" shared governance (somewhere in between the two extreme models) - things only happen to the extent that they're required by the Code, Heath said. Faculty Councils and Committees are in many cases viewed as "speed bumps" by the administration (they are consulted because it's a requirement), and very often the first consultation occurs after a policy decision has already been formulated.

The Rose Report suggests that University Councils be appointed 50% by the Faculty Senate and 50% by the administration, and that they be advisory bodies to the decision-makers. Today, the Faculty Senate Councils don't match the way the University actually works. The new Council structure would be mapped so that every important administrator has some kind of advisory body – a much more one-to-one correspondence. If thorny issues come up, faculty and administration could caucus separately to develop strategies and solutions.

Heath sees this arrangement as a great simplification, and far superior to what we have now. On the one hand, faculty may give up autonomy and independence. On the other, the arrangement will test whether the will to shared governance truly exists. Heath said that SCMFA should have someone on the Rose

Committee to represent their views, and should have a conversation with Rusty Barcelo about how best to make the proposed new arrangement work.

Heath told SCMFA members that the recent accreditation report for the University said "some hard things" about diversity on the campus. The Accreditation Committee said there are six areas at the UW that need attention, and diversity is one of them. They want the UW to respond with new ways to address the issue. The Accreditation Report is online at <http://www.washington.edu/about/accreditation/index.html>.

Kyoko Tokuno commented that the AAUP has also graded the UW with some deficiencies. Heath said this can be a useful tool as part of a larger agenda. He would like to see the Provost be more proactive in making sure that all new hires reflect the ethnic makeup of the available cohort of PhDs. in any given discipline. Helen Remick has those numbers available for the Committee to look at, if they choose.

Heath invited everyone to contact him with any questions they may have.

Recruiting a Chair for SCMFA

Remick pointed out that it is also very important that SCMFA find a chair, so there can be representation during the revision of Chapter 28 of the Faculty Code, which deals with faculty adjudications. But junior faculty who are working on tenure may not want to volunteer, since service on the Committee does little or nothing to count toward tenure.

Jesus Lopez-Guisa suggested sending out a recruitment letter for an SCMFA chair, using the "opt-out" list developed by Tom Colonnese and Remick. Colonnese may still have a copy of this list. Cynthia del Rosario volunteered to get a copy of the list, if available, and draft a letter to send out.

Two Fall Quarter meetings have gone by without any volunteers for chair and no further fall meetings have been scheduled. There was some feeling that members would like to meet in December if possible. Recorder Linda Fullerton will email everyone next week to see if there is a date when a quorum could be reached – two possibilities are December 12 and December 19, but it may be difficult to reach quorum so close to quarter end and the holidays.

There has also been some interest in meeting jointly with the Special Committee on Faculty Women, who are looking into the subject of mentoring. The next SCFW meeting is December 10 – Fullerton will contact Barbara Krieger-Brockett to see if there is interest in a joint meeting with SCFW.

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