

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL OF MULTICULTURAL AFFAIRS
TUESDAY, November 6, 2007, 3:00-4:30 p.m.
142 Gerberding

The meeting was called to order at 3:05 p.m.

Meeting Synopsis:

1. Approval of minutes
 2. Review of newest student data by Emile Pitre, Associate Vice-President for Assessment. He will address:
 - Undergraduate, graduate, and professional student demographics
 - Retention and graduation rates for undergraduate populations
 3. Further review of request to compile information on minority faculty
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Added to agenda: update by Luis Fraga on accessibility to minority data

President's Designee Luis Fraga provided council members with an update on his meeting with the Vice-Provost for Academic Personnel, Cheryl Cameron, about the proposal to increase minority faculty. He brought forth to her the concerns raised by council members and noted in the paper submitted to the Provost last spring. Fraga handed out a brochure on student demographics for autumn 2007, and a minority faculty fact sheet for the years 2005-2006. He noted that the minority faculty statistics come from the Equal Employment Opportunity and Affirmative Action form that faculty fill out when they apply for a position at the UW. The information is garnered through self-identification and kept when they are hired.

Fraga said that he expressed the council's concerns and was impressed by the openness in their conversation. He added that he felt that the effort by the Office of Vice-Provost for Academic Personnel has been to become more transparent and proactive in providing data. He noted that all the data is available on the web.

Fraga reported that Cameron felt that her office gets about a 95% response rate on minority self-identification. This is due to the fact that each new faculty member is asked three times to fill out the form. The highest response rate was from new hires. Council members were told that the office of Academic Personnel was open to subdividing the data for them in any way, if they request it. Fraga noted that Cameron's office was also open to the idea of separating out national versus international faculty. Fraga mentioned the Integrated Postsecondary Education Data System (IPEDS) reports on multiracial data. He noted that their reporting requirements are different than that of Affirmative Action and that their data sources are slightly different.

Fraga asked Cameron why the university does not do exit interviews. He was told that they have been considering it for several years but need to develop the capacity to do it. Their focus has been on other priorities. He also addressed the idea of soliciting minority

faculty through email lists. Cameron told Fraga that while email lists cannot be shared, her office was open to emailing particular groups of minorities if they felt it served an institutional interest. Fraga inquired if it would be possible to add a small line to the bottom of the Affirmative Action forms that minority faculty could check to agree to be contacted. Council members discussed contacting minority faculty for meetings. They also spoke about using Fraga's Research Assistant for research.

1. Approval of minutes

The council members approved the minutes with no comment.

2. Review of newest student data by Emile Pitre, Associate Vice-President for Assessment.

Emile Pitre handed out several fact sheets displaying statistics on underrepresented minority (URM) students at the University of Washington. He spoke about group trends among African American, Native American, Latino, and Hawaiian/Pacific Islander ethnic students groups. Pitre discussed the racial and ethnic distribution of URM undergraduate, graduate, and professional student groups. Pitre also addressed data on UW's offer rate versus its enrollment rate for each identified minority group.

Council member Clarence Spigner inquired whether money was the only factor in a minority student's decision not to attend the UW. Pitre discussed why some ethnic groups favor colleges closer to their home area, and the different reasons that other minority students are drawn to colleges other than UW.

Council member James Antony addressed the issue of "swirlers," students who move from one college to another. He noted a study done stating that over 50 percent of all students are swirlers, and he believes that the numbers are even higher for minority students. Antony suggested tracking these students' success by seeing if they graduate from another university. Pitre was asked if he knew at what point students are leaving the UW. He told the council that about 10 percent leave within the first year, especially African Americans, but that students leave at all points for different reasons. Council members discussed the need to provide students with more support for both tuition and living expenses.

Council members briefly spoke about graduation rates of URM students and the need to grow the pool of high achieving students to improve their chances of graduating. They also discussed getting more URM students into the STEM (science, technology, engineering, mathematics) fields. The goal is to get the minority student graduation rate the same as the overall UW graduation rate.

Council members discussed students coping with college. They spoke about the value of cohort groups and the effects of homesickness. They spoke about the loss of student services and its effect on students. Overall, the goal is to help students meet the challenges of college in an environment that promotes learning.

3. Further review of request to compile information on minority faculty.

Council members felt the issues concerning this had been addressed earlier.

The meeting was adjourned at 4:25 p.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu, or 543-2884

Present: Faculty: Antony, Colonnese (Chair), Flores, Fu, Spigner, Yang

President's Designee: Fraga

Ex-officio: Murphy, Roseth

Absent: Faculty: Gamboa (excused), Hart (excused), Kaul, Ross (excused), Roy,
Schwartz

Ex-officio: Johnston

Regularly Invited Guests: Collins, Martin (excused), Kim