

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

The Special Committee on Minority Faculty Affairs met on **Thursday, October 31, 2002**, at 3:00 p.m.
Chair Tom Colonnese presided.

PRESENT: **Professors** Colonnese, James, Koenig, Lopez-Guisa, Hsi-Ying Huang, Ramulu, Spigner
 ex officio members Morishima, Murata, Gallardo, Remick, Butler

ABSENT: **Professors** Bae, Fabien, Bu Huang
 Ex officio members Simmons, del Rosario

Synopsis

1. Approve agenda
2. Discussion of SCMFA role in President search process
3. Revisit SCMFA "charge"
4. Discussion of SCMFA goals for 2002/2003

Colonnese called the meeting to order at 3:45 p.m.

Welcome and Introductions

At the invitation of the Chair, Committee members introduced themselves.

Approval of agenda

With the re-ordering of one agenda item, the agenda was approved.

Discussion of SCMFA role in President search process

With Richard McCormick leaving the UW to go to Rutgers, Colonnese advised the Committee that it appears likely that Lee Huntsman will be named Acting President at the Regents' meeting next week. He asked what Committee members think their role should be in the search for a new UW President.

Johnella Butler recommended that the Committee send a letter to the Board of Regents, suggesting members for the Search Committee. Mamidala Ramulu said SCMFA should have a voice in the selection and should state the issues involved. Possibly an SCMFA member could be part of the Search Committee. At the very least, SCMFA should participate in the interview process.

After a brief discussion, it was moved, seconded, and unanimously passed to draft a letter to the Regents stating the SCMFA issues and requesting that the Committee be represented on the Search Committee for a new President.

Issues include:

- An important part of the new President's focus should be a sustained effort to attract and retain faculty members with the special qualities that encourage and foster diversity.
- A climate that encourages faculty and student diversity is an important consideration at the UW.
- Knowledge of the toolkit for diversity in faculty hiring (as found on the OEO Website) should be emphasized in the search process, so that the Search Committee charge and the Chair both reflect a commitment to the use of diversity principles in recruitment.

Colonnese will draft a letter to the Regents and will invite the diversity committees from the Bothell and Tacoma campuses to sign it with SCMFA.

Exit Interviews

It is difficult to retain minority faculty who are not properly mentored and supported. It is impossible to assess this, and difficult to track the effect of the University climate for diversity, if exit interviews are not done with faculty who are leaving.

Cory Murata said that the Libraries have started to do exit interviews and assess why people are leaving. This is an important part of understanding all the factors that motivate people stay or go. Butler said she would like an administrative commitment to conducting exit interviews. Jim Morishima recommended that an exit interview be designed, and stressed that it would be important to interview everyone (not just minorities and women) to establish a baseline of reasons for leaving. It is also important that people are interviewed by someone they trust.

Perhaps the question, said Jesus Lopez-Guisa, should be "what would induce you to stay?" This might reveal more about what people really need - not everyone is looking for more salary; some want more lab space, or have other considerations.

Discussion of SCMFA goals for 2002/2003

In general discussion, it was suggested that the Committee:

- Hold a Spring Quarter event to bring minority faculty together to discuss issues.
- Hold an event at the President's house.
- Continue with the process of having the new charge approved.
- Open lines of communication with the Acting President.
- Continue analyzing the minority faculty data Remick supplied.
- Report to the Faculty Senate on minority faculty trends at the UW.
- Continue to pursue Presidential Search Committee membership (or candidate interviews).

Colonnese inquired about the success of the last Faculty of Color event. Johnella Butler described it as a success, with 200 faculty in attendance including some new faculty. Colonnese thought that 200 faculty was a high estimate – his impression was that many of those in attendance were staff. There was apparently some confusion of roles between the Committee and the administration about the event – this may have kept some people from attending. Butler said that some women of color were so disaffected by two denied tenure cases (Arts & Sciences and Social Work) that they didn't come – she thought there were a lot more faculty in attendance from South Campus than from upper campus.

William James cited the Oda vs. UW case as a possible cause of disaffection among faculty women of color. In this case, a group of faculty women brought a class action suit alleging discrimination in promotion and salaries. The trial judge declined to hear it as a class action suit, and it proceeded to the appeals court who also denied it as a class action. The State Supreme Court refused to hear an appeal, so it is going forward as a suit for the five women involved but not as a class action.

Colonnese will follow up with the Recorder to produce a letter to the Regents, and will try to meet with Lee Huntsman and/or set up a meeting with the Committee. Helen Remick will forward an Excel spreadsheet to Committee members with the new HR data on minority faculty.

The meeting was adjourned at 4:35 p.m. *Minutes by Linda Fullerton, Recorder.*