

**University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia**

March 7th, 2016
12:30pm – 2pm
Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Approval of the minutes from February 8th, 2016
 3. Update on Tableau Faculty Demographics presented to SEC
 4. FCAS Class C Resolution on Review for Majors
 5. Subcommittee updates
 6. Presentation from Allen on upcoming launch of Office of Faculty Advancement hiring workshops and materials
 7. Good of the order
 8. Adjourn
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1) Call to order

Astley called the meeting to order at 12:30 p.m.

2) Approval of the minutes from February 8th, 2016

The minutes from February 8th were approved as amended.

3) Update on Tableau Faculty Demographics presented to SEC

Astley noted the statement from the joint-council on faculty demographics could not be included on the last SEC meeting agenda due to the salary policy second consideration. She noted she expects the statement will still be reviewed by the end of the academic year.

Combining FCMA/FCWA

Astley noted the two councils – the Faculty Council on Multicultural Affairs and the Faculty Council on Women in Academia – have the opportunity to be officially joined into a single faculty council. This change would progress through the faculty senate as Class A legislation amending the faculty code. She asked for feedback from members on the proposal to officially join the two faculty councils.

There was question if council membership would be reduced if the councils were combined, or if current faculty members' terms would be truncated. Astley noted she is not aware of any rule in the faculty code governing membership size of a council, and thus membership likely would not need to be

minimized. She explained she is not exactly sure what the faculty code mandates as far as the truncation of terms when faculty councils are terminated and re-formed.

Chapman explained the notion of joining the two councils is not new and has been discussed for several years. She explained one of the drawbacks is that merging them may lower support (e.g. one less presidential designee, half as many ex-officio representatives), and the councils should consider the combination strategically.

Astley explained after question that she is not receiving any pushback or encouragement from the SEC to merge the councils, and no change is needed to continue meeting jointly.

McKinstry explained she believes the agenda is often large when you bring both of the councils together for one meeting, which is difficult to manage and to follow as a member. Onyewuenyi explained she supports the notion that the two council remain separate and continue meeting jointly. Chapman explained she believes the subcommittee work is the real basis for output of the council, and all action items and agenda items should be based on the work of subcommittees.

Nolan suggested two meetings a month could be scheduled for the two councils if they were to continue meeting jointly, with one being a special meeting wherein subcommittees are able to meet. Several members were in support of this proposal.

The council held an informal vote on continuing joint-meetings with two chairs and two councils. The majority of voting members were in favor of continuing to meet jointly.

4) FCAS Class C Resolution on Review for Majors

Patricia Kramer was present (chair, FCAS) was present to garner feedback on a Class C resolution from the Faculty Council on Academic Standards (FCAS) on holistic review for competitive majors (Exhibit 1). She explained she would like the joint-council to review the resolution and consider endorsing it, noting she is open to amendments.

She explained the issue to be addressed is that competitive majors at the UW have become more and more popular. Currently, all the natural sciences (as well as Physics) have gone to competitive majors, and many more disciplines have done so as well. She explained a competitive major is a designation indicating that there are more admissible students applying to the program (meeting all requirements to be admitted) than the program has capacity to admit, and so some sort of selection must take place among the applicants. She explained that without the competitive designation, a program cannot refuse to admit a student if they meet all requirements. If a major is competitive, it has to select students from those who are admissible, and it is this process of selection that is the point of the Class C resolution.

Kramer noted currently, departments select students under criteria that the faculty of the department feel is right for the major in question. She noted the recommendation is that students be reviewed holistically for entrance into competitive majors (personal factors considered along with academic qualifications), and currently, there is no such university-wide recommendation. Kramer explained some

departments simply admit students based on GPA, and do not make an attempt to set any context in the student's background, or consider other factors. She explained the constraints are very real for students of certain backgrounds, and it is unfair that they are admitted to the university under holistic review but often have no such review at the competitive major level.

Kramer noted the resolution does not promote that departments should not have competitive majors, it only encourages they review applicants to their majors holistically. She explained she left a great deal out of the resolution to bolster its chances of passing through the faculty senate. She added some background, explaining the College of Engineering is attempting to make enormous changes to their method of admission of students, and the Class C, if approved, will aid FCAS in reviewing similar program proposals in the future.

Discussion ensued. There was some talk of broadening the target of the resolution from only "capacity-constrained." Kramer clarified that the only units that get to select their students are those that are capacity-constrained, and others must accept all applicants who meet requirements.

After some discussion, the word "both" was deleted from the resolution, and the order of the last stanza was reversed to emphasize "personal factors."

Kramer noted the strength of the resolution is that it references the UW's existing holistic review policy. She noted after question that the intent of the resolution is to give FCAS some grounds in its review of program changes and curriculum proposals, not primarily to educate the faculty senate.

Kramer explained FCAS already reviews each program change to minimum requirements, and approves or denies these by a vote of members, as some council members were concerned that minimum requirements would simply be heightened as a response.

Astley explained she would like to hold a vote for approval of the resolution as amended.

The joint-council voted to approve the Class C resolution on holistic review for competitive majors.

Kramer thanked the council for their endorsement, and she left.

There was some discussion of FCMA/FCWA spearheading its own effort to address holistic review of students. Some members discussed forming an additional Class C resolution to do this.

5) Subcommittee updates

Subcommittee members explained they have "added teeth" to the joint-council's Black Lives Matter Class C resolution by way of adding metrics (Exhibit 2). Onyewuenyi explained they did not know if the metrics were too hard-hitting. They asked the council to review the metrics and provide feedback to the subcommittee.

Fialkow noted Prager is now the chair of the Subcommittee on Faculty and Student Safety.

Shaffer explained the Class C resolution on living wages was moved off of the upcoming SEC meeting agenda, but will appear on the April 4th meeting agenda of that body.

Thamilarasu asked to be added to the Campus Equity, Access, and Inclusion Subcommittee.

6) Presentation from Allen on upcoming launch of Office of Faculty Advancement hiring workshops and materials

This item was missed due to time constraints.

7) Good of the order

Astley explained Allen’s presentation, and the review of the “Guide for Evaluating teaching in Tenure and Promotion Cases” would be on the agenda for next FCMA/FCWA meeting.

8) Adjourn

The meeting was adjourned at 2:00 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: **Faculty:** Rachel Chapman (chair), Tessa-Evans Campbell, Michael Fialkow, Susan Astley (chair), Michele Shaffer, Whasun Chung, Geethapriya Thamilarasu
Ex-Officio reps: Jill McKinstry, Maureen Nolan, Mitchell Chen, Katie Woods, Elloise Kim, Adaurennaya Onyewuenyi, Francesca Lo
President’s designees: Susan Camber, Chadwick Allen
Guests: Patricia Kramer

Absent: **Faculty:** James Carothers, Jim Gregory, Delphine Yung, Sadaf Bhutta, Joseph Babigumira, Sarah Prager, Bonnie Duran
Ex-Officio reps: Patricia Devine

Exhibits

Exhibit 1 – Class C on holistic review for majors_revisedapproved_fcmafawa_030716.doc

Exhibit 2 – BLMMetrics_joint-council_winter2016

Class C Resolution

WHEREAS, the University of Washington admits "...those students deemed best able to contribute to and benefit from the educational programs and opportunities offered at the University"¹; and

WHEREAS, some units are capacity constrained in that they receive more applications from qualified students than the unit can accommodate in their major course(s) of study; and

WHEREAS, the University of Washington recognizes that an "...important and essential component of any educational program is the exchange of information and life experiences through a diverse student body, with representatives from all cultural backgrounds given opportunity at participation"¹; therefore,

BE IT RESOLVED, that the Faculty Senate recommends that units that are capacity constrained use a holistic review process that includes ~~both academic qualifications and~~ "...personal factors such as school and community service, leadership, overcoming adversity, and family educational and socioeconomic background"² ~~and academic qualifications in~~ the selection of students who are to be admitted to study in the unit.

¹ Board of Regents Governance, Policy No. 4, Policy on Admission.

² University of Washington Student Regulations Chapter 101.2.A.

submitted by:

Patricia Ann Kramer, Chair

On behalf of

Faculty Council on Academic Standards

With concurrence of:

Faculty Council on Multicultural Affairs

Faculty Council on Women in Academia

Faculty Council on Student Affairs

Campus EAI subcommittee

As ongoing work from last year and this year, I am tasking you with at least the following actions as well:

1. Following up on Black Lives Matter resolution, to come up with a metric for articulating and following administrative, especially president's and provost's and race and Race Equity Task force accountability and response to the letter and spirit of this resolution and report back to joint committees.

2. Using the School of Law's Diversity Committee Plan, developing two versions of the plan: a. a version to propose for use in the UW leadership in shared governance (trustees, president, provost, SEC, Senate councils and Faculty Senate)

b. Drafting a version of the plan that can be shared with other units who do not yet have diversity committees or who wish to revise their diversity committee with accountability provisions and metrics.

Notes from 2/25 meeting

THEREFORE, BE IT RESOLVED that:

We, the University of Washington faculty as a whole encourage members of the University of Washington Leadership, administration, faculty, staff and student body to explore the concepts of equal justice under the law, racial justice, and institutional racism in their classrooms and other academic settings; and

Metrics:

- The University must make the undergraduate diversity course requirement more rigorous: In order to achieve this, the committee overseeing diversity requirement should develop, articulate and enforce clear rubric/criteria to determine courses eligible for the undergraduate diversity requirement.

- The University should institute and provide yearly training for faculty, staff, and graduate students on diversity and equity at the start of Fall quarter.

- The University should institute a training component focused on diversity and equity pedagogy for Faculty Fellows.

- The University should fund the Center for Teaching and Learning (CTL) to support faculty and graduate student development in the area of diversity and equity as it relates to education and pedagogy.
- The University should mandate that every academic unit institutes a 1 hour training during their faculty retreat to focus on pedagogical tools situated in diversity and equity.
- The University should mandate that every academic unit should offer a 1 hour Safe Zone Training (offered by the Q Center) during their faculty retreat.
- The University should mandate that every academic unit has a diversity committee and that the diversity create and oversee a strategic plan for the unit's diversity and equity efforts.

BE IT FURTHER RESOLVED that the University of Washington leadership support "Black Lives Matter" forums, teach-ins, community meetings, and related peaceful demonstrations; and

Metrics:

- The University's leadership (President Cauce, Interim Provost Baldasty, Vice Presidents and Vice Provosts) should send collective quarterly messaging in support of the Black Lives Matter (BLM) movement.
- The University's leadership (or acting representative/successor) regularly attends BLM events and programs in a supportive and observing role. While there, the University's leadership should stand with and not detract from the event/program/protest message.
- The University's leadership should curtail media and police presence at BLM events.
- The University's leadership should provides space free of charge for BLM events and programs.

BE IT FURTHER RESOLVED that the University of Washington as part of its Racism and Equity Initiative started by President Cauce reach out to University of Washington Police Department and the Seattle Police Department to promote dialogue between educators and police officers in support of our University community; and

Metric:

- The University should host a bi-yearly community town hall forum, once in the fall and once in the spring, held jointly by President Cauce, UW Chief of Police John Vinson, and a leadership representative from the Seattle Police Department.

BE IT FURTHER RESOLVED that following the examples of Yale, Brown, Columbia and NYU*, the University of Washington immediately commit to desegregating its faculty by establishing a substantial fund to hire, retain and promote a diverse faculty; and

Metric:

-The University should create a fund of \$100M over 10 years to recruit and retain a strong pipeline of graduate students, postdoctoral students, and faculty from underrepresented and marginalized populations. Part of this fund should be utilized to create the following:

- 1) President's Postdoctoral Diversity Fellowship,
- 2) fund promising assistant professors and
- 3) implement targeted hiring for associate and full professors, including spousal hires.

This fund should create a culturally and ethnically diverse pool of faculty with a special emphasis on the recruitment and retention of African American graduate students, post-docs, and faculty.

BE IT FINALLY RESOLVED, that the University of Washington Leadership through the Initiative on Racism and Equity and any other relevant UW groups that exist or need to be created seek long-term partnerships with other UW and community groups to call for and work towards: 1) the creation of a campus, community and national model for community policing and review, 2) innovative and well-funded programs that identify and address institutional racism in the university setting, 3) campus collaborations that direct marginalized young people in the communities we serve into academic and career programs, and 4) the end of institutionalized racism in our criminal justice and educational systems.