

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

February 8<sup>th</sup>, 2016  
12:30pm – 2pm  
Gerberding 26

**Meeting Synopsis:**

1. Call to order
  2. Approval of the minutes from January 11<sup>th</sup>, 2016
  3. Vote on revised Living wage resolution to go to SEC
  4. Updates: Black Lives Matter and FCWA/MA Tableau Demographic statement submitted to the SEC
  5. Presentation on upcoming launch of Office for Faculty Advancement hiring workshops and materials
  6. Best Practices in Evaluating Teaching for Tenure & Promotion
  7. Adjourn
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**1) Call to order**

The meeting was called to order by Chapman at 12:35 p.m.

**2) Approval of the minutes from January 11<sup>th</sup>, 2016**

The minutes from January 11<sup>th</sup>, 2016 were approved unanimously as amended.

**3) Vote on revised Living wage resolution to go to SEC (Exhibit 1)**

Chapman explained the Class C Living Wage resolution has been updated in accordance with feedback from faculty senate leadership to make it more specific and fit for review by the Senate Executive Committee (SEC) (Exhibit 1). Shaffer explained wording has been added to indicate the resolution is directed at staff and students at all three UW campuses. She noted some language was also revised to make clear that this a living wage and not a minimum wage resolution. She explained they have brought the resolution back to the council for any further discussion or revisions, and a vote for approval. The revised draft resolution was then read aloud by joint-council members.

After some discussion, the council undertook wordsmithing of the document, and removed “Seattle” in each place it appears to broaden the document.

After the resolution was revised, discussion subsided, and a vote was taken for approval of the resolution. The resolution was approved unanimously as amended.

#### 4) Updates: Black Lives Matter and FCWA/MA Tableau Demographic statement submitted to the SEC

Chapman explained the joint-council Black Lives Matter Class C resolution was passed by the faculty senate in their last meeting and congratulated the council in its efforts. She noted the most important question asked in that meeting was how can accountability be assured. There were three abstentions during the vote for the statement. Chapman noted she suspects these senators abstained because some data shows an institution with a race initiative (regardless of accountability clauses) is often more protected from legal suits. She explained the UW faculty having approved this statement will have positive effects on the educational community.

Some discussion ensued. McKinstry explained the resolution's provisions for administration working with police forces in the region could potentially have some substantial outcomes, and both the President and Provost were present and (the President) spoke on behalf of the resolution. Allen explained issues in campus climate often run parallel to lack of diversity, and promoting change in the climate is another important step for the UW. He noted a broad vision is essential as part of this effort.

Chapman explained additional funds within units to hire diverse faculty is also important, and that a "critical mass" of minority faculty is important within units and departments for future recruitment and retention efforts. Onyewuenyi explained at the graduate school level it is important to have the funds for retention of diverse faculty. The idea of "cluster hiring" was highly encouraged.

##### *Tableau statement*

Astley noted the approved written statement from the joint-council relating to faculty demographic data by race and gender and its incorporation into the data analytics tool Tableau, was intended to be reviewed by the Senate Executive Committee, and once reviewed, pushed by the Senate Executive Committee to the Provost. She expects the statement will be reviewed by the SEC in a coming meeting, and will report back to the joint-council when this occurs. She reminded the joint-council of the exact wording of the statement:

"FCWA/MA has reviewed the Faculty Demographic Tableau Dashboard and recommends all faculty and relevant administrative staff and academic personnel receive access to the dashboard via their UW NetID starting January 2016."

##### *Emeritus status*

McKinstry explained the joint-council had prior discussed the question of who is awarded faculty emeritus status upon retirement, and is there a discrepancy between male and female granting of emeritus status. She noted that she had written to Vice Provost for Academic Personnel Cheryl Cameron, who forwarded code language relating to emeritus status and other clarifications. Vice Provost Cameron referred McKinstry to Rhonda Forman in Academic Personnel who explained that they don't routinely keep data based on male/female; they can do an analysis, but it would be a custom report. She noted that they did an analysis of retiring faculty two years ago and 98% of retired faculty at

the UW were awarded emeritus status. McKinstry noted the UW faculty code clarifies that associate and full professors are eligible for emeritus status, after question.

Chapman asked McKinstry and Nolan to join the Subcommittee on Faculty Advancement and EAI.

Campbell explained she would like to see some statistics on the average amount of time it takes women to rise to full professor at the UW. How long have people been in the various ranks? She explained these statistics are available for her own school, and the average time to full professor for women was found to be very long.

Astley explained maternity and childcare go into the timeline for women. She noted the rise from associate professor to full professor, in many departments, includes the professor having achieved international renown, which is difficult for many women with parental responsibilities. It was noted the promotable criteria needs to be put on the table, and looked at through a male and female lens. Chapman agreed, and urged this take place through the faculty senate, if possible. It was noted mentoring should be included as a promotable activity.

A member noted she was not taken into consideration for international travel to go and network as part of a departmental endeavor due to having a newborn child, and was not consulted about her being discounted from the opportunity. After more discussion, Allen explained the tenure clock at many other institutions is automatically altered when a new child is announced by a faculty member.

#### **5) Presentation on upcoming launch of Office for Faculty Advancement hiring workshops and materials**

This item was missed due to time constraints. It was noted it will appear on the March joint-council agenda.

#### **6) Best Practices in Evaluating Teaching for Tenure & Promotion**

Kalikoff (Director, Center for Teaching & Learning) explained in the 2014-2015 academic year, then-Provost Cauce was visited by a number of professors explaining course evaluations were being poorly used, or misused, in the evaluation of teaching in tenure and promotion cases. She turned to the Center for Teaching & Learning, asking them to devise a contemporary, research-based guide to evaluate teaching. The guide was intended to be brief, and used by promotion and tenure committees across disciplines once approved. Kalikoff explained the approval process includes sign off from various faculty councils, and she has joined the council to provide context for the document, and to receive feedback.

Kalikoff explained “self-assessment” is the first type of assessment to appear in the guide, followed by “peer review” - with “student ratings” as the third and last section. She noted student ratings are very valuable to a faculty member’s assessment, but cannot substitute wholly for a comprehensive assessment. The range of practices around peer-review is extremely wide, she explained; given that in some departments in-class evaluations of faculty’s teaching are widely diverse, even for the same faculty person.

Kalikoff identified some areas of key feedback for the joint-council to provide in the next meeting she is able to join them. She explained editing or proofreading is not necessary, but members should evaluate the guide through the lens of the work of the joint-council, and surmise what the document's strengths and weaknesses are.

Kalikoff noted she would return in a future meeting to receive the feedback on the guide from joint-council members.

## 7) Adjourn

The meeting was adjourned by Astley at 11:34 a.m.

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

**Present:**                   **Faculty:** Rachel Chapman (chair FCMA), Tessa Evans-Campbell, Michael Fialkow, Susan Astley (chair FCWA), Michelle Shaffer, Geethapriya Thamilarasu  
**Ex-officio reps:** Jill McKinstry, Maureen Nolan  
**President's designees:** Susan Camber, Chad Allen  
**Guests:** Beth Kalikoff

**Absent:**                   **Faculty:** James Carothers, Jim Gregory, Delphine Yung, Sadaf Bhutta, Joseph Babigumira  
**Ex-officio reps:** Patricia Devine, Haylee Millikan, Elloise Kim, Adaurennaya Onyewuenyi, Katie Woods, Francesca Lo

### Exhibits

Exhibit 1 - fcmafewa\_resolution\_living wage\_revisedbycouncil020816\_approved  
Exhibit 2 - SECdemographicData040615  
Exhibit 3 - FacultyDemogRequestApr2015

**Revised FCMA/FCWA Resolution on Living Wages at University of Washington,  
February 8, 2016**

WHEREAS students, staff, and faculty are mutually critical to the University of Washington's endeavors, success, and excellence; and

WHEREAS it is written in our University of Washington Vision & Values statement, "As a public university we are deeply committed to serving all our citizens;" and

WHEREAS, "As an integral part of a large and diverse community, the University [of Washington] seeks broad representation of and encourages sustained participation in that community by its students, its faculty, and its staff" (UW Regent Policy No. 5); and

WHEREAS the growing income and economic gap between rich and poor in the United States of America, Washington state, ~~Seattle~~ and the University of Washington undermines our stated mission of equity, access, inclusion, excellence, and discovery; and

WHEREAS in ~~Seattle, like~~ many American communities, families working in low-wage jobs make insufficient income to live locally given the local cost of living; and

WHEREAS, in a number of high-cost communities, community organizers and citizens have successfully argued that the prevailing wage offered by the public sector and key businesses should reflect a wage rate required to meet minimum standards of living; and

WHEREAS, establishing a living wage, an approximate income needed to meet a family's basic needs, would enable the lowest paid workers at UW to achieve financial independence while maintaining housing and food security; and

WHEREAS, the City of Seattle has passed landmark legislation to raise minimum wage to \$15/hour; and

WHEREAS, the faculty recognizes the administration's efforts to address this legislation by raising minimum wage for staff and students, with the exception of University of Washington Tacoma students, to \$13 per hour January 1, 2016 and \$15 per hour beginning January 1, 2017.

BE IT RESOLVED that the faculty calls on the University of Washington administration to follow the City of Seattle's minimum wage schedule for ALL workers on ALL campuses and make an official announcement of this intention immediately; and

BE IT FURTHER RESOLVED that the University of Washington administration honor all workers at UW campuses and facilities by responding not only to relevant city and state minimum wage labor legislation, but go beyond the letter of law to address the spirit of the law by following established means (eg MIT Living Wage Calculator\*) to develop an ongoing salary policy guaranteeing living wages to all UW employees; ~~and~~.

BE IT FURTHER RESOLVED that the University of Washington will ensure that the advisory committee on minimum wage:

1. comprise appropriate stakeholders including faculty, student, and staff representation from all campuses;
2. address in an ongoing manner wage compression and serious recruitment and retention challenges in this critical labor category; and
3. continue to educate and inform faculty on the value of both student and staff support and the need and costs of living wages.

\*<http://livingwage.mit.edu/counties/53033>

Draft FCMA/FCWA Statement:

FCWA/MA has reviewed the Faculty Demographic Tableau Dashboard and recommends all faculty and relevant administrative staff and academic personnel receive access to the dashboard via their UW NetID starting January 2016.