

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

October 19th, 2015

11:30pm – 1pm

Mary Gates Hall 173R

Meeting synopsis:

1. Call to order
 2. Approval of the minutes from June 8th, 2015
 3. Welcome / Introductions
 4. Charge to joint-council from faculty senate leadership
 5. Council use of Google Drive (in lieu of Sharespaces retirement)
 6. Good of the order
 7. Adjourn
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1) Call to order

The meeting was called to order at 11:30 a.m.

2) Approval of the minutes from June 8th, 2015

The minutes from June 8th, 2015 were approved unanimously.

3) Welcome / Introductions

Members and guests of the council introduced themselves, each noting their constituency and the issues they would like to see the FCMA/FCWA joint-council address this academic year:

- Katie Woods (PSO representative, FCMA) – Interested in addressing sexual assault at the UW and locating improvements that can be made for the university’s professional staff
- Susan Camber (president’s designee, FCWA) – Interested in investigating how faculty can be assisted in regards to research
- Haylee Millikan (ASUW representative, fall proxy) – Works within the ASUW representing all feminine-identified undergraduate students and all “diverse” students on campus; explained she would like to gain more information about the council before stating which issues she is most interested in addressing
- Whasun Chung (Faculty, School of Dentistry) – Interested in addressing childcare and faculty diversity, especially within the Dental School
- Joseph Babigumira (Faculty, School of Public Health) – Interested in defining “inclusion of a diverse group of faculty” as one metric for success at the UW, and increasing adjoining accountability for these efforts

- Theresa Evans-Campbell (Faculty, School of Social Work) – Member of the Snohomish Tribe, interested in improving climate for indigenous faculty, staff, and students, and enhancing diversity on campus
- Susan Astley (Faculty, School of Public Health) – Former UW faculty senate chair, interested in addressing inequities in salary, rank, tenure and leadership among women and faculty of color at the UW. Noted providing faculty with access to faculty demographic data via Tableau will serve to document inequities and track efforts to achieve equity.
- Rachel Chapman (Faculty, College of Arts & Sciences) – Interested in continuing consultation with the UW School of Law in regards to their Diversity Plan and possibly elevating that plan to be used as a template for diversity plans university-wide, implementing legislation requiring access, equity, and inclusion training for all tenure & promotion committees, and investigating ways in which faculty unionization may affect diversity at the UW
- Jessica Robles (Faculty, College of Arts & Sciences) – Representing lecturers and women in academia, she noted she is specifically interested in addressing internationalization (enabling the UW to effectively welcome individuals from other countries), and improving inclusion efforts
- Maureen Nolan (ALUW representative) – Interested in including more men in UW libraries’ affairs, and heightening university inclusion and equity
- Chad Allen (president’s designee, FCMA) – Field of study is Native American and Global Indigenous Studies, recently hired and charged in his administrative role to improve hiring and retention of a diverse group of faculty at the UW; especially interested in pursuing retention of a diverse group of a faculty, improving childcare resources, and resources for faculty who are also parents
- Laurie Carlsson (regularly invited guest, School of Law) – Interested in seeing how “space can be created” to talk about race openly and honestly throughout the UW campuses, and learning more about faculty hiring trainings and how to implement them
- Francesca Lo (PSO representative, FCWA) – representing UW professional staff; interested in improving childcare resources, and supporting and promoting efforts around race, equity, and inclusion
- Jim Gregory (Faculty, College of Arts & Sciences) – Former faculty senate chair, interested in bringing accountability to efforts around diversity and gender; noted he agrees with Babigumira that the UW should define inclusion as another metric for success
- Michele Shaffer (Faculty, School of Medicine) – Interested in issues around equity, wants to address transparency and reporting of demographics

During introductions, Chapman noted she would like the council to invite a member of the President’s Race and Equity Taskforce to be included in future council meetings.

4) Charge to joint-council from faculty senate leadership

Chapman read the council’s 2015-2016 charge letter from the faculty senate leadership out loud (Exhibit 1). She noted she would like subcommittees to be designated within the meeting to address the various expected activities of the joint-council this academic year. She explained the membership of subcommittees can be composed of members from both FCWA and FCMA.

- **Joint format of FCMA/WA**

The chairs explained they will be co-chairing the joint-council meetings, and there may be meetings wherein one chair or the other is absent, in which case the other will assume the duty of proctoring the meeting.

- **Introduction to goals/topics by the chairs**

Class C resolution on Black Lives Matter

Chapman explained that a Statement on Black Lives Matter was finalized in the last joint-council meeting of the previous academic year (Exhibit 2). She noted the statement may either be forwarded to the faculty senate as a Class C resolution, or it may simply be a publicized statement on behalf of the joint-council to be made available on the faculty senate website. She explained she would like the council and the respective subcommittee (yet to be designated) to make recommendations in regards to how to utilize the crafted statement.

Council members expressed an interest in reading through the statement thoroughly and then making recommendations in a near-future meeting.

Class C resolution on Sexual Assault

Chapman noted a Class C resolution “Concerning Faculty Power to Reform Sexual Assault Resources at UW” was discussed last spring, and will require a subcommittee to be involved in moving that legislation forward. She explained the resolution was initially brought to the joint-council by the UW Sexual Assault Taskforce in spring 2015, and has seen further revisions since that time (Exhibit 3). Chapman noted this subcommittee will also consult with the Faculty Council on Student Affairs (FCSA) - the faculty senate body currently involved in the process to revise the UW Student Conduct Code, wherein such parameters as UW conduct board composition are defined and formalized.

Members of the council expressed support for creating a joint-council subcommittee on sexual assault.

Class C resolution on Minimum wage

Chapman noted a Class C resolution on Minimum Wage was voted on and approved last spring by the joint-council, and the council now needs to decide the best route for the legislation to progress (Exhibit 4). She added that the council may benefit from having guests join future meetings to inform on ongoing efforts for increasing the minimum wage for all UW employees.

Effort to include transparency, equity, and inclusion in proposed Salary Policy

Chapman explained that a subset of joint-council members had previously been involved in revising the proposed new faculty salary policy (currently being drafted by the Faculty Council on Faculty Affairs) with “transparency, equity, and inclusion” as points of focus. She noted the proposed changes have been documented, and that documentation will come before an appropriate joint-council subcommittee for the work to continue.

Demographic Data via Tableau

Astley announced to the council that annual faculty demographic data, which to date has only been available via pdf format is now available to faculty via Tableau; a web-based, interactive, visualization platform. Members of two faculty senate bodies: the Senate Executive Committee (SEC), and the Senate Committee on Planning and Budgeting (SCPB) have received access to the Tableau dashboard for pre-review prior to granting all faculty access to the dashboard.

She noted she will soon request that all members of the joint-council also be given access to the data for the council's own pre-review. Council members congratulated and thanked Astley (and Gregory) for their efforts in attaining access to this information, and expressed excitement in working with the data.

The council looked at screenshots of the data within Tableau. Astley explained that interacting with Tableau is especially user-friendly, and data parameters can be easily manipulated to extract specific pieces of information.

Astley noted that access to faculty demographics via Tableau will serve to educate faculty on the magnitude and prevalence of gender and racial inequities in rank, tenure, and leadership. She reminded council members that faculty themselves play a major role in the hiring and promotion of faculty colleagues, and thus, will play an important role in establishing hiring and promotion practices that will help achieve equity. A member commented that the information (race/ethnicity and gender) is self-reported, and this fact should serve as a disclaimer when discussions take place.

Astley noted the status of the data's release to all joint-council members will be reported back in the next meeting.

- **Establish subcommittees**

Chapman noted she would like to establish subcommittees to address the items the council will work on this academic year (listed in the FCMA/FCWA 2015-2016 charge letter). After discussion, the subcommittees were designated as:

- *Subcommittee on Sexual Assault* (faculty appeals board, consultation with FCSA)
- *Subcommittee on Labor* (minimum wage, unionization)
- *Subcommittee on Demographic Inequity* (addressing salary policy, metrics & accountability, childcare, family benefits)
- *Campus Climate Subcommittee* (black lives matter resolution, internationalization, race & equity)
- *Hiring Policy Subcommittee* (policy, implementation, retention, equity, access, and inclusion for tenure & promotion committees)

The council decided members should join subcommittees electronically if they had not already expressed their interest in the meeting.

5) Council orientation

Burgess (council support analyst) explained the varying functions of faculty councils, and their place within the organizational structure of the UW faculty senate. He noted that legislation is one key outlet of each faculty council's discussions and topics of interest, and there are three separate types: Class A, Class B, and Class C. He explained the faculty senate currently houses eleven faculty councils.

Burgess then showed council members a PowerPoint presentation which charts how legislation moves through the senate to be formalized, which varies depending on its class (Exhibit 5).

6) Good of the order

This item was missed due to time constraints.

7) Adjourn

Astley and Chapman adjourned the meeting at 1:15 p.m.

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

Present: **Faculty:** Rachel Chapman (chair), Jim Gregory, Theresa Evans-Campbell, Joseph Babigumira, Jessica Robles, Susan Astley, Michele Shaffer, Whasun Chung
Ex-officio representatives: Maureen Nolan, Haylee Millikan, Katie Woods, Francesca Lo
President's designees: Susan Camber, Chad Allen
Guests: Laurie Carlsson

Absent: **Faculty:** James Carothers, Delphine Yung, Sadaf Bhutta, Sarah Prager, Michael Fialkow, Bonnie Duran, Geethapriya Thamilarasu
Ex-officio representatives: Patricia Devine, Jill McKinstry

Exhibits

Exhibit 1 – fcma_fcwa_councilchargeletter_2015-2016_final
Exhibit 2 – fcma_fcwa_jointblacklivesmatterstatement_revised_approved
Exhibit 3 – fcma_fcwa_sexualassault_resolution_060415_updated
Exhibit 4 – fcma_fcwa_approved_minimumwageworkersresolution_June92015
Exhibit 5 – Orientation to University Faculty Councils_063015