

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

May 11<sup>th</sup>, 2015  
12:30pm – 2pm  
Gerberding 26

**Meeting synopsis:**

1. Call to order
  2. Approval of the minutes from February 9th, 2015, March 9th, 2015 & from April 13<sup>th</sup>, 2015.
  3. Update on search for VP for Faculty Advancement / Edwards Lange
  4. Seattle Children's Center
  5. Undergraduate Diversity - update on course evaluations/ Govindaraju, Jones (Exhibit 1)
  6. Demographics and Data – update and draft resolution/ Yung, Shaffer, Astley
  7. Childcare – Congratulations and next steps after resolution passed senate
  8. Sexual Assault Taskforce – update on meeting with SA Taskforce, invite for June meeting
  9. Other sub-committee updates and requests from the chair (Exhibit 2)
  10. Good of the order
  11. Adjourn
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**1) Call to order**

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

**2) Approval of the minutes from February 9th, 2015, March 9th, 2015 & from April 13<sup>th</sup>, 2015.**

The council had three pending sets of minutes to approve given that quorum was not met in a few previous meetings. After vote was taken, the minutes from February 9<sup>th</sup>, 2015 were approved as written, the minutes from March 9<sup>th</sup>, 2015 were approved as written, and the minutes from April 13<sup>th</sup>, 2015 were approved as written.

**3) Update on search for VP for Faculty Advancement / Edwards Lange**

Dr. Edwards Lange (president's designee) was not present to report on this topic. Ralina Joseph noted Dr. Chadwick Allen of Ohio State University has been identified as the finalist for the position of VP for Faculty Advancement, and has been made an offer to accept the role permanently.

It was noted the FCMA-FCWA Class C Resolution on Bias in Hiring (passed earlier in 2014-2015 AY) will come to Dr. Allen in his new role if he is to accept the position.

**4) Seattle Children's Center**

Shaffer noted Ivor Horn (Director, Center for Diversity and Health Equity) would make an excellent guest to council meetings. The council expressed interest in inviting Horn to future meetings, either in the next academic year, or for the final joint-meeting in June.

## **5) Undergraduate Diversity - update on course evaluations/ Govindaraju, Jones (Exhibit 1)**

Jones noted the Subcommittee on Undergraduate Diversity has been in dialogue over ASUW proposed questions to be added to UW course evaluations; the ASUW proposed questions are directly associated with race and gender and overall class atmosphere. She explained there was a dialogue over how women and faculty of color may not see these questions to be in their best interest, and that in fact the questions may be ultimately detrimental.

The subcommittee projected two questions to the council for consideration (Exhibit 1). The questions presented were revisions to the original proposed ASUW questions, designed to lower the possibility of backlash.

After brief discussion, the council voted unanimously to approve the wording of the course evaluation question revisions. The council thanked the subcommittee for their work in safeguarding faculty.

## **6) Demographics and Data – update and draft resolution/ Yung, Shaffer, Astley**

Susan Astley (former Faculty Senate chair, incoming FCWA chair) explained that she is currently leading an effort to make faculty demographic data by race and gender available on Tableau data software for departments and other interested parties to conduct analyses. She explained this effort is designed for the ultimate betterment of the university.

She explained that she had begun this effort when she was a part of (and helped establish) a Faculty Equity Task Force in the School of Public Health. She explained she also had the opportunity to take up the issue while she was the Faculty Senate chair in 2011-2012 academic year.

Astley explained that she and then-vice Senate chair James Gregory were given exclusive access to the demographic data in Tableau form when she was senate chair, which they eventually presented to the Senate Executive Committee (SEC). She noted that subsequent to the presentation, there was a request that then-Provost Cauce release the data in Tableau form for all interested parties to analyze, which was agreed upon, and a date was established to do so by (September 2014). When the data was not released on time as agreed, Astley noted administration had explained that given state and federal regulations based on employee/ faculty data being made public, the university had legal reservations over broadcasting it in Tableau form. Astley noted she continues her efforts to make the data available.

She explained that all the data currently resides in PDF form and is openly accessible; it includes information on gender, race, and rank of faculty dating back several years. Astley noted though, that in this form, the data is not as useful because of the huge amount of time required to conduct any sort of meaningful analysis, especially given the way it is organized. Astley noted visualizing the data in Tableau is integral to solving equity issues within the institution.

Astley noted there are inclinations that current Provost Jerry Baldasty is in favor of releasing this data, and that a call-in meeting is to take place very soon to address the question, which will involve Kate O'Neill (Faculty Senate chair). She explained there are concerns related to releasing this data: that through its release, in particularly small departments, individuals could be personally identified if they are the only members of color/women within that department.

Mescher noted she suspects that administration are in favor of releasing the data, though they do not want it to be used maliciously for initiating class action suits.

Chapman explained she believes the council could benefit from a subcommittee locating which departments at the UW are “doing well” in relation to race and gender hiring/ranking, and then conduct analyses of those departments to discover which practices are being used that have produced such healthy results. The council agreed this to be very good idea.

Chapman explained she would also like a subcommittee to draft a resolution asking for the data’s release. Astley mentioned that the outcome of the aforementioned phone call meeting will be integral in deciding how to go proceed, and that possibly an additional resolution will not be necessary. She urged the council to wait on drafting a resolution until the outcome of that meeting is reported. Chapman noted the subcommittee should move on furthering their actions related to race and gender equity at the UW in the meantime.

Astley explained the Office of Planning and Budgeting originally piloted the Tableau data project in 2011, though once it was finished, they were promptly told to terminate the project given legal concerns.

There was question in the council if one could reverse engineer the PDF form data, to be plugged into a more useful format for investigation, such as an excel sheet. After discussion, it was decided this task could be done in theory but would involve an enormous amount of time to complete – and even if completed, the data could not be broadcasted on Tableau, as the university has firewalls in place to protect and monitor the use of that software.

After discussion, Chapman requested the Demographic and Data subcommittee:

1. Locate other institutions that have utilized similar internal institutional data
2. Find a legal counselor or “legal voice” to serve on behalf of the initiative for releasing the data

Astley thanked the council for their aid, and for listening to her presentation. She noted she is committed to this task as a woman living in the USA, and as a member of a higher education institution which she would like to see set the bar for all others in regards to equity.

## **7) Childcare – Congratulations and next steps after resolution passed senate**

Mescher explained that though a Class C resolution was passed in the Faculty Senate recently urging increased childcare services for UW staff and others, there are still obstacles in having this goal realized. She noted that often large buildings on campus are dictated by donor funds, and that she would be surprised if donors were to designate increased childcare as one of the current main building initiatives for the UW.

Chapman urged the council to consider additional efforts that could be spear headed for aiding in this initiative, and to report back in a subsequent council meeting. Mescher urged that the resolution be circulated to the joint-council members electronically.

Astley noted the SCPB may be useful for considering additional funding avenues.

## **8) Sexual Assault Taskforce – update on meeting with SA Taskforce, invite for June meeting**

Chapman explained some of the current obstacles in responding to allegations of sexual assault and supporting victims of sexual assault in the healthiest and most ideal ways, mentioning that part of the issue resides in appeals to sexual assault decisions in the initial stage of verdicts resulting in a long-winded appeals processes which often re-traumatize students. She noted many faculty are in favor of revising the faculty appeals board for this reason and others.

Chapman noted she feels the joint FCMA/FCWA council is the right body to take on some of the issues associated with this topic, and requested that members of the joint-council begin considering a proposal for supporting the work already being done by a small subset of university members comprising the UW Sexual Assault Taskforce. She mentioned that the taskforce would be invited to the next council meeting in June to present on this topic, and make their requests of the councils formal and actionable. Members noted they would appreciate gaining a broader background of the issues associated with dealing with sexual assault within the university, and they welcome the taskforce's presentation.

## **9) Other sub-committee updates and requests from the chair (Exhibit 2)**

- a. Black Lives Matter subcommittee –update and draft on faculty statement to propose as Class C resolution / Babigumira, Devine*

Chapman noted the Black Lives Matter subcommittee will return in the next meeting with a Class C resolution to be retooled and voted on by the joint-council in the next meeting. She noted that joint-council members will likely receive the resolution ahead of the meeting, and ask they read it and be prepared to provide their input.

- b. Minimum Wage at UW – request for resolution draft comments*

A guest joined the joint-council from the GPSS - one of the co-authors of a resolution on minimum wage which was passed in the GPSS in a recent meeting. Kim (GPSS representative) mentioned that the guest was present to explain the basis of the resolution and to possibly gain support from the joint-council in hopes that this is a shared initiative between the faculty senate and the GPSS.

The guest explained that the resolution was drafted in response to over twelve thousand workers at the UW who make less than 15 dollars an hour. He mentioned that there is a court case currently proceeding which will dictate if the UW is legally mandated to comply with recent revisions to City of Seattle minimum wage - raising it to 15 dollars and hour. The guest noted it is vital that increases to student worker minimum wage not come at the expense of existing SAF (Student Activity Fee) supported programs or services – mentioning that wage increases which do not come at expense of programs has been achieved at some of UW's peer institutions.

The guest noted there is a distinction in this issue between students whose positions are supported by tuition, and those who are supported by fees, like the SAF.

A member noted she feels though as if students working in a practicum and gaining professional experience should have their increase in wages - if given one - provided by their housing department. The GPSS guest noted members of the GPSS believe that full-time interns should be paid as full-time employees.

Council members noted that many students gain experience as well as course credit from their internships and practicums within departments, and that this provides a viable substitution for some degree of wages to be paid to them. A member explained she has qualms with the possibility that the GPSS resolution may be suggesting any practicum experience should be paid at 15 dollars an hour, because there is minimal funding to support such a large across-the-board increase.

Chapman noted that the subcommittee on living wages should take more time to look at the GPSS' resolution, and that the subcommittee itself is drafting its own resolution to address the matter.

*Council feedback on subcommittee resolution on minimum wage*

The council then reviewed Shaffer's draft resolution on minimum wage (Exhibit 2). Shaffer noted the UW has a better capacity to roll out wage increases than smaller employers. She explained she drafted the resolution to express the joint-council's support for an advisory committee to be formed, be given appropriate representation, and to look into outcomes for tackling the minimum wage question for UW employees.

Govindaraju noted a committee designated to address minimum wage already exists, and that the resolution may need to be re-tooled to account for this. Discussion ensued involving varying levels of agreement between members on if students working in a practicum should receive increased compensation. Discussion also centered on it being the responsibility of the state to fund wage increases for its workers, and that the price tag for varying degrees of wage increases across programs is not immediately known, but is a very important fiscal figure to consider.

The joint-council found at the end of the discussion that the GPSS resolution is too complex in its wording to be endorsed at this time, however, the joint-council will finish drafting its own resolution to go the faculty senate floor to express their support for the cause.

The council thanked the GPSS guest for attending and providing them with information on the matter.

**10) Good of the order**

It was noted a vote on the Black Lives Matter subcommittee's statement will take place in the next council meeting, and council members should be ready to provide their input.

**11) Adjourn**

Chapman adjourned the meeting at 2:03 p.m.

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

**Present:**

**Faculty:** Rachel Chapman (chair), Janine Jones, Ralina Joseph, Joseph Babigumira, Sarah Prager, Michele Shafer, Ann Mescher

**Ex-officio reps:** Patricia Devine, Maureen Nolan, Varsha Govindaraju, Elloise Kim, Katie Woods, Claudia Frere

**Absent:**

**Faculty:** James Carothers, Jim Gregory, Brett Rubio, Delphine Yung, Cheryl Cooke, Michael Fialkow, Karen Fisher

**Ex-officio reps:** Allison Chan, Alison Mehravari,

**President's designee:** Sheila Edwards Lange

**Exhibits**

Exhibit 1 – proposedcourseevalquestions\_fcmafcwa

Exhibit 2 – ResolutionLivingWageDocJointFCMA\_FCWA

**Proposed Course Evaluation Questions**

1. The instructor of this course provided multiple views and perspectives on relevant course content.
2. The instructor of this course addressed and/or facilitated opportunities to discuss diversity (e.g. race, sexual orientation, class, gender, age, disability, national origin, religion etc.)”

**Draft resolution on Minimum Wage**

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 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 both non-student and student employee minimum wage in 2015 to \$11 per hour.

BE IT RESOLVED that the faculty requests that the administration appoint an advisory committee on living wage; AND

BE IT FURTHER RESOLVED that through the advisory committee the Faculty Senate will continue working with the administration to develop a more equitable environment.

In doing so, the University of Washington will ensure that the advisory committee:

- shall comprise appropriate stakeholders including faculty, student, and staff representation.
- continue to educate and inform faculty on the need and costs of both student and staff support.