

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
January 12th, 2015
12:30pm – 2:00pm
Gerberding 26

Meeting Synopsis:

1. Call to order
2. Approval of the draft minutes from December 8th, 2015
3. Joint Council Statement on “Black Lives Matter” [Exhibit 1]
4. Update on Vice-Provost for Faculty Advancement job-search (Sheila Edwards-Lange)
5. Special joint Sub-Committee on new Salary and Promotion Plan
6. Law School Diversity Plan
7. Subcommittee reports

1) Call to order

The meeting was called to order by Chapman at 12:30pm. She noted she would be leaving this meeting early and James Carothers would be taking over as acting chair, she also clarified some items on the agenda.

2) Approval of the draft minutes from December 8th, 2015

The minutes were approved unanimously.

3) Joint Council Statement on “Black Lives Matter” [Exhibit 1]

Rachel Chapman handed around a one-page statement titled “Association of Black Anthropologists Statement Against Police Violence and Anti-Black Practices.” She noted that this joint-council, being an advisory body to the faculty, should consider drafting a similar policy statement decrying police abuse. Chapman believes this is a crucial time to draft such a statement. Edwards-Lange (the presidential designee to the council) noted that President Young has already put out a statement similar to this one, and she asked Chapman who the statement drafted by this body would represent. Chapman noted she only wants this joint-council to draft a statement which represents its own position on this issue. Discussion ensued. It was decided certain members of the council would work together electronically or in person to draft a rough draft statement. The members chosen were Joseph Babigumira, Patricia Devine, Rachel Chapman, Ralina Joseph (electronically), and Sheila Edwards-Lange (electronically).

4) Update on Vice-Provost for Faculty Advancement job-search (Sheila Edwards-Lange)

Edwards-Lange is the chair of the hiring committee, and noted that the committee is doing very well in their work. There were off-site interviews that took place the week before this council meeting; eight candidates were interviewed, and that number will shrink down to two or three candidates who will come to the UW Seattle campus for a full-day of stakeholder meetings and public presentations.

Chapman asked if there was any way the candidates for this position could meet with the joint-council as part of the hiring process. Edwards-Lange noted many groups around campus feel though as if they are stakeholders in this hiring decision and that the inclusion of these groups in the hiring process is difficult to balance with the small-time frame (one day) that the candidates will be on campus. She noted members of this committee might have the option of taking some candidates to dinner. She noted all of the candidates for this position were asked to rank their main priorities, and at this point all those going forward ranked “retention and advancement of faculty” very highly, and so she believes the joint-council will be pleasantly surprised with the commitment these candidates hold to making any new hires at the UW successful. Chapman noted the council will be having presenters from the Law School coming to the February or March meetings to speak on the law school diversity plan, and she hopes Edwards-Lange can attend and expand on her own ideas for diversity growth at the UW.

5) Special joint Sub-Committee on new Salary and Promotion Plan

Chapman explained Faculty Senate Chair Kate O’Neill previously noted that this joint-council could be useful and/or integral in generating ideas on how to represent diversity goals in the new Salary Policy proposal. There was a question of the timeline for implementation of the proposal and when it will be voted on in the senate. Joey Burgess, Council Support Analyst, left the council meeting for a brief period to determine the timeline. Discussion ensued on the best practices for working towards this goal. Someone noted there will be a town hall meeting specifically for the salary policy proposal which will take place February 4th. Chapman noted she likes the idea of going to the town hall. Someone noted it would be important for information to be gathered concerning whether or not minorities of color and women’s salaries at the UW are inappropriately disparate to their ranks. Joey Burgess and Jed Bradley from the Faculty Senate office explained that the plan is for the salary policy to be voted on in the spring, at the last senate meeting of the year. Chapman noted that means there is time for this council to address some of these diversity questions. Jed Bradley explained Joe Janes, chair of the Faculty Council on Faculty Affairs (FCFA), is possibly the most prevalent point person for inquiries into the proposal. The council expressed need for empirical salary data to base their opinions and actions on. The Demographics and Data subcommittee offered to see what data they could unearth. In addition, it was decided that Joe Janes should be invited to either the February or March joint-meetings so that he may provide some insight into these diversity questions as they relate to the salary policy proposal.

*Rachel Chapman left the joint-council meeting at 1:35 p.m. James Carothers took over as acting chair.

6) Law School Diversity Plan

William Covington and Laurie Carlsson, ambassadors from the Law School on this topic, were unable to attend this joint-council meeting. The Law School Diversity Plan will be discussed in either the February or March joint-council meetings, when the presenters are able to attend. They will be clarifying for the council some legal jargon used throughout the proposal.

7) Subcommittee reports

Subcommittee on *Bias in hiring*

The subcommittee noted there are discussions taking place in the Senate Executive Committee (SEC) concerning the “Resolution Concerning Equity, Access and Inclusion in Hiring.” Chapman will present the

resolution in the January 12th SEC meeting, and if it is approved, it will go to the Faculty Senate floor for approval.

Subcommittee on Promotion and Tenure

Janine Jones and the subcommittee explained they were excited about the search for the new Vice-Provost for Faculty Advancement, and glad to hear that the candidates were vetted based on their prioritization of “retention and advancement of faculty.” They look forward to seeing how the interview process will unfold.

Subcommittee on Demographics and Data

The subcommittee has been charged during this council meeting to find numbers on salary and promotion statistics concerning women and minorities of color at the UW. These efforts are based in the need for the full council to make an informed decision on any proposed changes/additions to the new Salary Policy. If the subcommittee finds empirical evidence that women or minorities are disparate in their rank or pay at the UW, further action can be taken by the council at large. They will report back.

Subcommittee on Living Wages

This subcommittee’s report will be tabled until the February or March joint-meeting.

Subcommittee on Child Care

Members of the subcommittee explained Faculty Senate Chair Kate O’Neill has made some comments concerning the “Resolution on Childcare.” She has noted the resolution is being discussed in the Senate Executive Committee in an upcoming meeting, although members of this subcommittee are unable to attend. Concern has been expressed by several bodies over the cost of building new facilities or buildings for child care purposes. The subcommittee expressed frustration with Senate Leadership over this matter. They have found that many peer institutions have child care services for their employees or faculty. The subcommittee noted they will be in talks with council chair Rachel Chapman over this matter. They have also been instructed to speak with former (2012) Faculty Senate Chair James Gregory over this matter. Jack Lee, chair of the Senate Committee on Planning & Budgeting, has also commented that there is a capacity to the spending budgets of resolutions which come out of the Faculty Senate, and if one passes, it is likely that another will not because of budget constraints. James Carothers has offered to join the Subcommittee on Child care.

Subcommittee on Undergraduate Diversity

The subcommittee noted that little has changed since the last time they presented in the December joint-council meeting.

8) Good of the order

Acting chair Carothers noted each subcommittee will explain their plans of action moving forward in the next joint-council meeting in February.

9) Adjourn

Acting chair Carothers adjourned the meeting at 2 p.m.

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

Present: **Faculty:** Rachel Chapman (chair), James Carothers, Joseph Babigumira, Janine Jones, Ralina Joseph, Delphine Yung, Michael Fialkow, Karen Fisher, Ann Mescher

Ex-Officio Representatives: Sheila Edwards-Lange, Patricia Devine, Alison Mehravari

Regularly Invited Guests: Norma Rodriguez

Absent: **Faculty:** Brett Rubio, Jim Gregory, Cheryl Cooke, Sarah Prager, Michelle Shaffer
Ex-Officio Representatives: Maureen Nolan, Allison Chan, Varsha Govindaraju, Elloise Kim, Katie Woods, Claudia Frere

Exhibits

Exhibit 1 - "Association of Black Anthropologists Statement Against Police Violence and Anti-Black Practices"

Exhibit 2 - Trends in Racial/Ethnic Distribution of Professorial Faculty

Association of Black Anthropologists' Statement Against Police Violence and Anti-Black Practices

December 8, 2014

The Association of Black Anthropologists condemns, in no uncertain terms, the ongoing terrorism waged against Black U.S. communities by the state, police, and White vigilantes. We condemn the executions of our boys and girls, women and men by the police in Ferguson, Staten Island, Saratoga Springs, Los Angeles, and throughout the country. We also recognize that these forms of state violence are perpetrated against Black people globally. We are enraged by the fact that no police officer has been indicted in the recent murders of Aiyanna Jones, Michael Brown and Eric Garner; and we are outraged that in the hundred days since the murder of Michael Brown, police have also murdered unarmed Ezell Ford, unarmed Tanisha Anderson, unarmed Roshad McIntosh, unarmed Akai Gurley, unarmed Dante Parker and unarmed Kajieme Powell. These are state-sponsored massacres of our people, massacres enabled by a long history of national and global anti-Blackness.

As it pertains to the ongoing atrocities of the criminal justice system in this country – alongside those who spoke before the United Nations in November, we charge genocide.¹

As members of the academic discipline with the distinctive history of establishing the language and “science” of race to justify settler colonialism and slavery, we recognize full well that the root of today’s anti-Black state-sponsored violence in the U.S. is white supremacy. We know that our discipline played a significant role in developing the trope of a particular Black subject – the “urban” Black - that has been deployed by society at large to dehumanize Black people. At the same time, we also realize that our discipline has been tepid in fruitfully acknowledging and addressing its own white supremacist foundation. We therefore call on our colleagues in the American Anthropological Association to join us in not only condemning this history but also in affirming that Black Lives Matter – beyond the role of ethnographic subjects and cultural vessels. We call on our colleagues in anthropology to stand against the U.S. state’s terrorism against Black and Brown peoples. We call on our colleagues to join us in demanding redress and restitution, with expediency.

As anthropologist Zora Neale Hurston is known to have said, “If you are silent about your pain, they will kill you and say you enjoyed it.” We will not be silent. For members of the American Anthropological Association to be silent at this time given our discipline’s historic complicity in establishing the current order, and when we have the means to make a difference, is criminal.

To this end

1. We call on the Executive Board of the American Anthropological Association to issue a formal statement that condemns the heinousness of these crimes and calls on our academic guild to more forcefully tackle the problems brought on by racism and racial profiling. We ask that the Executive Board make every effort to make this statement accessible to the general public through mainstream media outlets so the discipline’s stance and investment in these efforts can be widely known.
2. We call on our colleagues to join the ABA in challenging the power positions from which we produce anthropology.
3. We join with other anthropologists, and stand in solidarity with people from around the country, in calling on the U.S. Department of Justice to review the use of force by police and to make a commitment to working for the eradication of racism and racialized state violence.

¹ <http://www.theatlantic.com/national/archive/2014/11/we-charge-genocide-movement-chicago-un/382843/>

Trends in Racial/Ethnic Distribution of Professorial Faculty

New Hires

Academic Year	White	Asian	Black	Hispanic	American Indian	Pacific Islander	Multi-Racial	Not Reported
2006-07	167	46	4	7	1	N/A	8	16
(249 total)	71.7%	19.7%	1.7%	3.0%	0.4%	-	3.4%	
2007-08	157	51	6	9	1	N/A	5	20
(249 total)	68.6%	22.3%	2.6%	3.9%	0.4%	-	2.2%	
2008-09	162	60	10	6	0	N/A	0	47
(285 total)	68.1%	25.2%	4.2%	2.5%	0.0%	-	0.0%	
2009-10	135	46	8	3	1	0	2	19
(214 total)	69.2%	23.6%	4.1%	1.5%	0.5%	0.00%	1.0%	
2010-11	155	35	4	5	1	0	3	30
(233 total)	76.4%	17.2%	2.0%	2.5%	0.5%	0.00%	1.5%	
2011-12	115	29	8	8	0	0	3	43
(206 total)	70.6%	17.8%	4.9%	4.9%	0.0%	0.00%	1.8%	
2012-13	140	38	1	17	0	0	7	40
(243 total)	69.0%	18.7%	0.5%	8.4%	0.0%	0.0%	3.4%	
2013-14	99	31	2	11	0	1	1	143
(288 total)	68.3%	21.4%	1.4%	7.6%	0.0%	0.7%	0.7%	

Resignations

Academic Year	White	Asian	Black	Hispanic	American Indian	Pacific Islander	Multi-Racial	Not Reported
2005-06	83	12	2	0	0	N/A	3	5
(104 total)	83.0%	12.0%	2.0%	0.0%	0.0%	-	3.0%	
2006-07	83	13	2	1	0	N/A	0	0
(99 total)	83.8%	13.1%	2.0%	1.0%	0.0%	-	0.0%	
2007-08	83	20	4	1	0	N/A	0	2
(110 total)	76.9%	18.5%	3.7%	0.9%	0.0%	-	0.0%	
2008-09	64	13	2	2	0	N/A	0	3
(84 total)	79.0%	16.0%	2.5%	2.5%	0.0%	-	0.0%	
2009-10	60	18	1	1	0	0	0	6
(86 total)	75.0%	22.5%	1.3%	1.3%	0.0%	0.0%	0.0%	
2010-11	71	20	7	4	1	0	0	4
(107 total)	68.9%	19.4%	6.8%	3.9%	1.0%	0.0%	0.0%	
2011-12	63	15	1	8	0	0	0	3
(90 total)	72.4%	17.2%	1.1%	9.2%	0.0%	0.0%	0.0%	
2012-13	82	18	3	2	0	0	5	4
(114 total)	74.5%	16.4%	2.7%	1.8%	0.0%	0.0%	4.5%	

Overall Profile

Academic Year	White	Asian	Black	Hispanic	American Indian	Pacific Islander	Multi-Racial	Not Reported
2006-07	2990	401	59	42	8	N/A	82	43
(3625 total)	83.5%	11.2%	1.6%	1.2%	0.2%	-	2.3%	
2007-08	2976	437	61	43	9	N/A	91	55
(3672 total)	82.3%	12.1%	1.7%	1.2%	0.2%	-	2.5%	
2008-09	2997	459	68	114	9	N/A	32	97
(3776 total)	81.5%	12.5%	1.8%	3.1%	0.2%	-	0.9%	
2009-10	3021	485	73	116	10	0	38	99
(3842 total)	80.7%	13.0%	2.0%	3.1%	0.3%	0.0%	1.0%	
2010-11	3019	493	74	125	11	0	40	132
(3894 total)	80.2%	13.1%	2.0%	3.3%	0.3%	0.0%	1.1%	
2011-12	2998	507	72	128	10	0	43	141
(3899 total)	79.8%	13.5%	1.9%	3.4%	0.3%	0.0%	1.1%	
2012-13	3044	538	73	143	11	1	49	109
(3968 total)	78.9%	13.9%	1.9%	3.7%	0.3%	0.0%	1.3%	
2013-14	2989	543	72	149	11	2	46	249
(4061 total)	78.4%	14.2%	1.9%	3.9%	0.3%	0.1%	1.2%	