

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
October 13, 2014
12:30pm – 2pm
Gerberding 36

Meeting synopsis:

1. Call to order
 2. Comments from the Faculty Senate chair
 3. Approval of the draft minutes
 4. Introductions
 5. Agenda items for the upcoming year
 6. Formalizing subcommittees
 7. Adjourn
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1) Call to order

The meeting was called to order by Chapman at 12:30pm.

2) Comments from the Faculty Senate chair

Faculty Senate Chair Kate O'Neill was present and thanked Chapman for chairing the joint meetings. O'Neill expressed her concern about department hiring and promotion/tenure practices and explained that she had a discussion with immediate-past Faculty Senate Chair Jack Lee about incorporating these concerns into the proposed faculty salary policy. O'Neill noted that in addition to hiring and promotion/tenure FCMA and FCWA should address data on faculty demographics that can be studied and reported to the provost. The new HR/salary system will go into effect in several years and the university needs to know what data is important to track as part of the new system.

Members discussed why they are here and what the councils need to accomplish in order to achieve their objectives. Chapman noted she has a proposed senate resolution that addresses diversity training for search and tenure review committees which FCMA/FCWA can submit to the Senate Executive Committee.

3) Approval of the draft minutes

The following minutes received unanimous approval:

FCMA/FCWA joint meetings

- June 9, 2014
- May 12, 2014
- April 14, 2014
- March 10, 2014

- February 10, 2014

FCWA meetings

- October 14, 2013
- June 10, 2013
- May 13, 2013

4) Introductions

Members introduced themselves to the council.

- Claudia Frere – Frere represents PSO and is interested in acting as an effective liaison between PSO and FCMA/FCWA.
- Sutapa Basu – Basu is the director of the Women’s Center and has been involved with FCWA for 20 years.
- Mike Fialkow – Fialkow is from the School of Medicine and is interested in childcare and promotion/tenure issues.
- Jim Gregory – Gregory is a former chair of the Faculty Senate and is interested in diversity issues, especially promotion/tenure concerns and gender equity.
- Janine Jones – Jones is interested in promoting the status of faculty of color and is concerned with promotion/tenure issues of women.
- Delphine Yung – Yung is a pediatrician and has been with UW since 2004. Since making associate professor she wants to give back and is interested in what progress can be made in terms of the salary policy.
- Maureen Nolan – Nolan represents ALUW and has been with the UW Libraries for 20 years. Nolan is interested in the work for FCMA/FCWA as they are addressing issues that impact librarians on campus.
- Vasha Govindaraju – Govindaraju is the director of diversity efforts with ASUW and is interested in being an effective liaison between FCMA/FCWA and ASUW.
- Michele Shaffer – Shaffer is a statistician and is interested in reviewing/tracking diversity data for the councils.
- Ann Mescher – As a FCWA member Mescher also serves on the Faculty Council on University Facilities and Services. Mescher is interested in childcare and raising awareness of diversity issues across the university.
- James Carothers – Carothers is from the chemistry department and is interested in attracting/retaining women and faculty of color to the field.
- Katie Woods – Woods represents PSO and is interested in women’s issues and diversity.
- Alison Mehravari – Mehravari represents GPSS and is interested in improving the status of women in the science fields, as well as individuals with diverse ethnic backgrounds. Mehravari mentioned she is excited the two councils are working together because there is a lot of overlap between gender and ethnicity issues.
- Soh Young Kim – Kim represents GPSS and is interested in acting as an effective liaison between GPSS and FCMA/FCWA to address concerns surrounding diversity on campus.
- Ralina Joseph – Joseph has been involved with diversity efforts across campus, such as GOMAP, and is interested in working on the senate resolution.

- Chapman – Chapman is excited to serve as the chair of the FCMA/FCWA joint meetings and her goal is to ensure the councils act as an effective advocate for diversity issues across campus. Chapman feels that FCMA/FCWA can be effective at codifying improvements to promotion/tenure practices within the new salary policy which the senate will be considering. Chapman is also interested in passing the senate resolution concerning bias in hiring.

5) Agenda items for the upcoming academic year

Members discussed the upcoming joint meetings and the issues which FCMA/FCWA will be addressing. Chapman explained she would like to see concrete agenda items that the councils can focus on while creating subcommittees tasked with individually addressing the issues, such as a possible senate resolution concerning bias in hiring. Chapman noted the senate already passed Senate Resolution 525 stressing that diversity is important when making changes in the Faculty Code. Additionally, FCMA and FCWA played a strong role in the recently-approved legislation creating a diversity graduation requirement.

Chapman reported on recent efforts to pilot diversity training for hiring and promotion review committees across UW departments. Unbeknownst to the provost there have been some pilot training programs which led to changes to hiring and promotion review committees, such as anthropology. Chapman mentioned that the individual involved with the pilot is willing to write up a case study which can be submitted to the provost. Chapman explained that ADVANCE and the Office of Faculty Advancement (previously led by Luis Fraga) have not worked together in the past but have agreed to share resources. Chapman noted that both offices need additional staff and resources to be effective at their work and FCMA/FCWA could play a role in supporting these efforts, such as writing a letter to the provost. Discussion ensued about the search committee for replacing Luis Fraga in the Office of Faculty Advancement. Chapman stated the possible resolution is the first step in ensuring the administration is aware of these concerns and explained this is a big commitment since FCMA/FCWA is asking the university to provide more resources to diversity training.

Discussion ensued about FCMA/FCWA's efforts in addressing hiring and promotion/tenure issues. A comment was raised that the issues should be addressed by separate subcommittees to easily focus on the issues directly. Members discussed other agenda items the councils could review, including equity, living wages at UW (\$15/hr minimum wage), and ASUW's initiative requiring course evaluations to include faculty's attentiveness to diversity.

Discussion ensued about what diversity training could include, such as videos, CDs, booklets and handouts. A comment was raised that while these resources are available there are departments that are not aware of these materials. Members discussed whether mandating training would be effective. A comment was raised that training would be more attractive if there are a greater number of carrots than sticks in order to encourage departments to adopt these training activities.

A question was raised asking if FCMA/FCWA would monitor the implementation of the diversity graduation requirement. There is little information about the implementation process and a suggestion was raised to create a subcommittee to look further into the issue. Gregory noted that the Faculty Senate is interested in this issue to ensure the requirement is being implemented correctly. Since the diversity requirement was originated from FCMA and FCWA it would make sense that the councils receive a progress report on its implementation. A comment was raised that the requirement is supposed to take effect next academic year and the implementation task force is currently reviewing the

time schedule and how courses may qualify for the requirement, which FCMA/FCWA could play a role by participating in the review process.

6) Formalizing subcommittees

Members volunteered to serve on the following subcommittees:

- Bias in hiring
- Promotion/tenure
 - Salary policy in the Faculty Code
- Demographics and data
 - Senate resolution
- Living wages at UW
- Childcare
- Undergraduate diversity
 - Monitoring progress of the undergraduate diversity graduation requirement
 - Supporting ASUW initiative regarding course evaluations

7) Adjourn

The meeting was adjourned by Chapman at 2:00pm.

Minutes by Grayson Court, council support analyst. gcourt@uw.edu

Present: **Faculty:** Chapman (chair), Carothers, Gregory, Jones, Joseph, Yung, Cooke, Fialkow, Mescher, Shaffer

Ex officio representatives: Woods, Devine, Chan, Kim, Frere, Nolan, Govindaraju, Mehravari

Guests: Kate O’Neill (Faculty Senate chair)

Absent: **Faculty:** Babigumira, Rubio, Fisher, Prager

Ex officio representatives: n/a