Best Practices for Keeping Faculties of Color

A team of UW faculty and staff members attended the Keeping Our Faculties of Color IV Symposium in Minneapolis, April 17, 2007, under the auspices of the newly created Office of the Associate Vice Provost for Faculty Advancement. Rick Bonus (Associate Professor, American Ethnic Studies), Caroline Chung Simpson (Associate Professor, English), and Bridget Doyle (Director, School of Public Health and Community Medicine) attended the conference.

Luis R. Fraga, incoming Associate Vice Provost for Faculty Advancement, Russell F. Stark University Professor, and Director of the Diversity Research Institute, said that his office was pleased to support UW faculty and senior staff who attended the conference. “As UW works to become a leader in developing a first-rate faculty that is inclusive and representative, we must take full advantage of the experiences of institutions of higher education throughout the country,” Fraga said.

The best practice repeatedly mentioned throughout the symposium was that recruitment and advancement of faculty from underrepresented minority groups requires collaborative and coordinated campus-wide efforts of institutions’ presidents, provosts, deans, chairs, faculty senates, faculty promotion and tenure committees, search committees, staff administrators, and others. A summary of best practices, authored by Doyle, includes the topics of pipeline, search committees, recruitment, and climate.

Also attending the symposium were Carmen Sidbury, Assistant Dean, Diversity and Student Services, College of Engineering, and Coleen Carrigan, Research Assistant, ADVANCE program. A best practices seminar on keeping faculty of color is planned for the University community this fall.

Call for Nominations—Diversity Award for Community Building

Nominations are now being accepted for the 2007 Diversity Award for Community Building. In its third year, this award provides the UW community with an opportunity to recognize a faculty member, student, or staff member who engages in an effort on campus that results in significant change and community building. The deadline for nominations is Friday, June 22, 2007. The award will be presented at the Multicultural Alumni Partnership (MAP) Bridging the Gap Breakfast on Homecoming Saturday, October 27, 2007. For more information, please go to: http://www.washington.edu/diversity/award.html.
Evolving Racial Identities
The Ideology of Colorblindness and the State

A path-breaking conference, which explored the changing nature of racial identities in the 21st century, was hosted by the Washington Institute for the Study of Ethnicity, Race and Sexuality (WISER) at the UW Seattle campus on April 27–28, 2007. Gary Segura, Professor of Political Science and Director of WISER, brought 21 scholars from around the country, including 12 UW faculty from the humanities and social sciences, to present papers and engage in critical discussion. More than 100 UW faculty and students attended the conference, which was supported, in part, by a grant from the Office of Minority Affairs and Diversity.

Among the issues discussed were the use of mixed race in the imagery of Hollywood and television, how colorblindness can be understood as part of an ideology of white privilege, the contradictions of colorblindness, racial effects in survey research, Latino racial identities, and multiple race responses in the 2000 Census. Among the most impressive aspects of the conference was the multidisciplinary nature of the analysis and discussion.

The conference revealed how the contemporary politics of racial identities demonstrate the simultaneity of major change in both how the U.S. expresses and understands ethnic and racial diversity, and the persistence of historically grounded ethnic and racial divisions with deep roots in the American creed. Without a doubt, the conference revealed that some of the most innovative analytical and methodological work in the humanities and social sciences is focused on better explaining what has and has not changed in America’s racial and ethnic hierarchy.

A full list of participants and abstracts of all essays are available at the WISER website http://depts.washington.edu/uwiser/events.shtml.

UW Bothell Welcomes New Chancellor

Kenyon S. Chan will serve as the next Chancellor of the UW Bothell. His appointment will be effective July 1, 2007, subject to approval by the Board of Regents. Chan served in 2005–2006 as interim president of Occidental College in Los Angeles, where he previously served as Dean of the College, Vice President for Academic Affairs, and Professor of Psychology. Chan received a bachelor’s in sociology (1970), a master’s in special education (1972), and a doctorate in educational psychology (1974) from the University of California, Los Angeles. Chan’s research has focused on the effects of race on the emotional development of children and sociocultural factors that influence motivation, learning, and schooling. Most recently, he has been conducting research on social and higher education policy.
Parker Joins UW Tacoma

Sharon Parker was named UW Tacoma’s new Assistant Chancellor for Equity and Diversity. Parker, of Olympia, is responsible for institutional diversity initiatives and oversees the Diversity Task Force and the Diversity Resource Center. Parker comes to UW Tacoma with a wealth of experience as a diversity researcher and administrator. Most recently, she operated her own consulting practice, assisting education and industry leaders in developing, managing, and evaluating their diversity initiatives. Parker holds a bachelor’s degree in Slavic languages from UCLA and a master’s degree in bilingual education from Antioch University. She is currently completing her PhD in education at the University of Auckland.

Rodriguez New Law School Director of Diversity

The School of Law hired Norma Rodriguez as the new Director of Recruitment and Diversity. The daughter of farm workers, Rodriguez said she is the first in her family to have attended college. Because of her background, Rodriguez has always endeavored to incorporate race and ethnicity issues into her career, including writing it into her curriculum as a professor. Most recently, she was an Assistant Professor at California State University, Chico. She received her MA (1996) and PhD (2001) from the UW and a bachelor’s degree in political science (1992) from California State University, Bakersfield.

New Director Named for UW-Community Partnerships Program

Evangelina Galvan-Holt has been named Director of the UW-Community Partnerships Yakima Valley program. Galvan-Holt will work to enhance community partnerships, develop academic programs, and coordinate the overall UW presence in the Yakima Valley. For the past six years, Galvan-Holt has been the Vice President for Diversity and Grants Administration at Columbia Basin Community College, helping to secure more than 13 grant awards. She also tripled the Hispanic student enrollment at the College since 2001. In May 2007, Galvan-Holt was chosen as the “Tri-Cities Educator of the Year” by the Tri-Cities Hispanic Chamber of Commerce. She holds a master’s degree in public administration and a bachelor’s degree in psychology from the UW.

Minority Small Business Survey

Faculty Kudos

On April 26, **Karina Walters**, the William P. and Ruth Gerberding Endowed Professor, School of Social Work, delivered the third Annual Samuel E. Kelly Lecture, *From Dis-Placement to Dis-Ease: Embodiment and Expression of Historical Trauma among Indigenous Women*. Walters’s presentation examined how historical trauma and everyday inequities related to space, place, land, and body affect American Indian women’s physical and mental health in the context of the HIV pandemic. (Named in honor of Dr. Samuel E. Kelly, first Vice President [1970] of the UW Office of Minority Affairs, the lectures showcase nationally recognized faculty research focusing on diversity and social justice.)

**Erasmo Gamboa**, Professor of American Ethnic Studies, is the recipient of the 2007 UW Outstanding Public Service Award, which is presented to a faculty or staff member to honor extensive local and/or national and international service.

The 2007 Marsha L. Landolt Distinguished Graduate Mentor Award will be presented to Professor **Rajendra K. Bordia**, Materials Science and Engineering. The award recognizes faculty members who have made outstanding contributions to the education and guidance of graduate students.

**Lauro H. Flores**, Professor and Chair, Ethnic Studies, was honored with the 2007 UW Distinguished Teaching Award, which is given to faculty members who show a mastery of their subject matter, intellectual rigor, and a passion for teaching.

History Professor **James N. Gregory** will receive the 2007 James D. Clowes Award for the Advancement of Learning Communities. The award recognizes a faculty or staff member who transforms undergraduate learning by creating or sustaining learning communities among students.

In January, Assistant Professor of Education Leadership and Policy Studies **Frances Contreras** was among those honored by the newspaper *Northwest Asian Weekly* at the “Women of Color Empowered Rising Stars: Honoring Young Women Making a Difference” event. Asunta Ng, publisher of the newspaper and organizer of the luncheon series, said Contreras was chosen because of the effect she has had in increasing the visibility of the Latino community on the UW campus.

**Charles Johnson**, Professor of English and noted author, is the subject of a new book published by the University Press of Mississippi. In *Charles Johnson: The Novelist as Philosopher*, leading scholars examine Johnson’s literary corpus and address the author’s major themes, ideas, and influence. The book’s editors are Marc C. Conner and William R. Nash.
Annie Lam, School of Pharmacy Senior Lecturer, has been awarded the UW Provost Diversity Grant to conduct an interdisciplinary research project with faculty from Dentistry and Social Work.

UW Tacoma has named Anthony D’Costa, Professor of Comparative International Development, the winner of the 2007 Distinguished Research Award. The Award recognizes a faculty member for exceptional research. Recognized internationally as an expert in the global economy, D’Costa travels the world to research examples of how industry, education, and the workforce fit together—and how the world is changing as people become more mobile.

Michelle Habell-Pallan, Associate Professor in American Ethnic Studies, received an honorable mention in the MLA Prize in United States Latina and Latino and Chicana and Chicano Literary and Cultural Studies competition for Loca Motion: The Travels of Chicana and Latina Popular Culture, published by New York University Press.

Bioengineering Assistant Professors Xiao Hu Gao and Wendy Thomas have won five-year National Science Foundation CAREER Awards. Gao also won a two-year New Investigator Award from the Congressionally Directed Medical Research Program.

Electrical Engineering Professor Sumit Roy has been elected a Fellow of the Institute for Electrical and Electronic Engineers.

Jimmie Lara, Associate Professor in the Department of Microbiology, will serve as faculty adviser to the newly formed UW chapter of the Society for the Advancement of Chicanos and Native Americans in Science. The chapter will provide additional support for underrepresented graduate students majoring in the science, technology, engineering, and mathematics disciplines.

Michael Honey, Professor of African American, Ethnic and Labor Studies and American History at the UW Tacoma, presented the UW Center for Multicultural Education eighth book talk. His February 23 talk, based on his book, Going Down Jericho Road: The Memphis Strike, Martin Luther King’s Last Campaign, examined what was to be Dr. King’s final act of political struggle, on behalf of sanitation workers.

Sandra Madrid, assistant dean for students and community development at the UW School of Law, returned to her alma mater, Colorado State University-Pueblo, to deliver the commencement address this May.

Michelle Williams, Professor of Epidemiology, was honored with the 2007 Brotman Award for Instructional Excellence, recognizing outstanding collaboration to improve undergraduate education.
Around Campus

New Indigenous Wellness Research Institute
An evening celebration launching the UW’s new Indigenous Wellness Research Institute attracted more than 600 people on April 12. The Institute, established to help American Indians and other indigenous people achieve health and wellness, will be headquartered in the School of Social Work, but will draw on faculty expertise from across campus. Associate Professor of Social Work Karina Walters enrolled member of the Choctaw Nation, will head the Institute. “Our work in the Institute in collaboration with tribes has the power to benefit not only the tribes, but all communities,” Walters said. The Institute evolved from an earlier Native Wellness Center at the UW and has received $1.35 million over six years in startup funding from the University.

School of Social Work Hosted “Disability, Diversity, and Social Justice”
The School of Social Work hosted the event, “Disability, Diversity, and Social Justice,” in the Social Work Gallery on March 29, 2007. Pauline Herrera and Gary Olson, co-chairs of the Social Work Disability Committee, provided opening remarks that affirmed the importance of disability research and advocacy. Students presented research posters that explored the intersections of disability with a wide range of issues, including transnationalism, activism, aging, and war. More than 100 faculty, staff, and students attended the event.

UW Bothell Intercultural Night
The UW Bothell hosted its sixth annual Intercultural Night on Saturday, May 12, at the North Creek Events Center. The event, open to the public, was a celebration of the diverse cultures on campus. Faculty, staff, students, and community members gathered to enjoy music and dance performances by UW Bothell international and immigrant students, enjoy a dinner buffet, and participate in a silent art auction that funded the UW Bothell International and Immigrant Student Scholarship.

Women in Science and Engineering
On February 3, the College of Engineering brought 200 people together for a day-long conference, titled “You…a Kaleidoscope of Opportunities,” to support and promote the success of women in science and engineering.
Fourth Annual Graduate Diversity Fellows Dinner
The UW Club buzzed with enthusiasm and excitement as graduate students from diverse backgrounds explained and discussed their work with guests of the Fourth Annual Graduate Diversity Fellows Dinner, held February 27. Hosted by Suzanne Ortega, Vice Provost and Dean of The Graduate School, and Juan Guerra, Associate Dean and Director of the Graduate Opportunities & Minority Achievement Program (GO-MAP), the dinner was an inspiring celebration of the personal and intellectual accomplishments of 39 Graduate Diversity Fellows, as well as an acknowledgment of the vital support provided by their faculty advisors.

Student Accessibility Institute
A Student Accessibility Institute on “Creating a Welcoming Environment for Students with Disabilities,” was held on May 11 and May 18. This Institute was organized as a result of recent discussions by faculty, staff, and administrators on ways in which the UW can create a welcoming and inclusive campus community by improving accessibility of campus programs, services, and curricula that take into consideration the diverse learning styles and abilities of today’s students. The Institute was developed by the Advisory Committee on Disability Issues.

UW Tribal Leadership Summit
An historic meeting held April 13 between President Emmert and Washington tribal chairs focused on setting a vision for partnership between the tribal communities and the University’s programs in education, research, and service.
Calendar of Events

June 21, 2007 .......... Dr. Millie L. Russell Retirement Celebration
Honoring a Career Devoted to Educational Opportunity and Social Justice
For more information, email uweop@u.washington.edu

June 22, 2007 .......... Business and Economic Development Center
12th Annual Report to the Community Luncheon
Grand Hyatt Hotel
For more information, http://bschool.washington.edu/bedc/annual_luncheon.shtml

July 14, 2007 .......... Ernest I. J. Aguilar Scholarship Fund Auction Fundraiser
UW President’s Residence—Hillcrest
For more information, http://bschool.washington.edu/bedc/aguilarauction.shtml

October 27, 2007 .......... 13th Annual Multicultural Alumni Partnership (MAP)
Bridging the Gap Breakfast
UW Hub Ballroom
For more information, email rehcan@yahoo.com

October 31, 2007 .......... 12th Annual Washington State Faculty & Staff of Color in Higher Education Conference
The Coast Wenatchee Center Hotel & Wenatchee Convention Center
Wenatchee, Washington
For more information, http://apps.sbctc.ctc.edu/fsocc/

Diversity Online

FACULTY NEWS UPDATE FROM THE VICE PRESIDENT AND VICE PROVOST FOR DIVERSITY
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