The Chair, Tom Colonnese, called the meeting to order at 3:05 p.m.

Meeting Synopsis:
1. Approval of minutes from November 6, 2007, and December 6, 2007.
2. Discussion of ideas for council projects this year.
3. Adjourn.

************************************************************************

A move was made to amend the agenda to allow President’s Designee Luis Fraga to update the council on requested data. The motion was approved.

1. Approval of minutes from November 6, 2007 and December 6, 2007.

The Chair called for a motion to approve the minutes from November and December 2007. The motion was made and seconded, and council members approved the minutes with no comment.

2. Luis Fraga—update on requested data

Luis Fraga handed out pages from the Office of Equal Opportunity and Affirmative Action website that explains their mission and data collection. Several pages included data broken down by department and rank of UW faculty along racial and ethnic lines. Fraga noted that this information has been available on the website. A second handout from a 1999 Workforce Profile showed political science faculty data broken down by job group, title, gender, and ethnic background. Council member Clarence Spigner clarified that the council was already aware of this existing data, and suggested that they wanted analysis, not more data. Spigner noted that this is the reason they have wanted a Research Assistant to help analyze the meaning of the data on minority faculty.

Council members discussed what to do with this kind of data. They addressed issues concerning how to interpret data when the numbers are so small, and what kind of aggregate data they would want to collect. Council member Steve Schwartz emphasized the need for an orderly process for analyzing data. There was also a request for copies of Spigner’s Proposal to Increase Minority Faculty: Holding the Units More Accountable.

Fraga reiterated his understanding of the questions council members had previously asked, namely, a concern about the accuracy of the data numbers, and whether or not the data could be understood longitudinally. He suggested that council members would want to have sufficient confidence in the accuracy of the data before they analyze it. Then, if the data seems reasonable, they could move forward with a trend analysis. Fraga
suggested that looking at departments or schools that they know have problems is a good place to start.

A motion was made to support Spigner’s proposal for generating a longitudinal analysis of under-represented minority faculty and included discussion of Fraga getting data for the council. The motion was seconded. Discussion followed that centered on the pros and cons of using aggregate data. Spigner noted the importance of starting with a strictly descriptive baseline data and then seeking information on particular departments or schools. Fraga inquired of the council what questions they wanted answered. He noted that departmental level data would be important if they wanted to know where hiring occurs. Fraga also asked council members about the degree of aggregate data they wanted to collect. He told the council that while including all different faculty ranks is a large job, it was valuable and could be done. He suggested that they would need to know about both new hires and tenured faculty. A vote was then taken and the motion passed. So, the proposed study will include aggregate data on both the departmental and college level, and will include a 10 year review of data from 1997-2006.

3. Discussion of ideas for council project this year
Council member Anand Yang inquired about what they would do when they get the data and how would they make change. Schwartz inquired about having the council discuss agenda items through electronic means. A discussion ensued about the merits of moving much of the council’s work to a discussion board and council member Bob Roseth offered to set up a discussion board for the council to test.

4. Adjourn
The meeting adjourned at 4:29 p.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu or 543-2884

Present:
- Faculty: Colonnese (Chair), Hart, Schwartz, Spigner, Yang
- President’s Designee: Fraga
- Ex-Officio Reps: Murphy, Roseth
- Regularly Invited Guests: Martin

Absent:
- Faculty: Flores (excused), Fu, Gamboa, Kaul, Ross (excused), Roy (excused)
- Ex-Officio Reps: Johnston
- Regularly Invited Guests: Collins (excused), Kim