Meeting Synopsis:

1) Call to Order
The meeting was called to order by Council Chair Marjorie Olmstead at 12:07 p.m.

2) Approval of Minutes from January 23, 2012 meeting
Minutes from the January 23, 2012 meeting were approved.

3) Update on Diversity Language in Promotion Consideration
Silberstein opened the discussion reporting on the Faculty Senate meeting that had considered the Faculty Council on Multicultural Affairs’ proposal for Class A Legislation to revise the Faculty Code to address diversity in considerations of promotion and tenure. Their stated effort was to “make accomplishments related to enriching diversity in teaching, research and service considered, but not required, in faculty, appointments and promotions decisions.” The Class A proposal had been approved by their Council and ours, but not by the Faculty Council on Faculty Affairs. Given the different perspectives, the Senate had remanded the proposal to a committee to try to reach consensus language. In her role as FCWA’s representative, Mescher reported on the first meeting of the committee. Conversation followed on how to find language that is agreeable to both sides- to address concerns about the legislation being unnecessary and at the same time to allay fears of it being too prescriptive, and acting as a mandate. The Council expressed their support of Mescher’s valuable efforts to help to find a solution that will help to reaffirm and build on the spirit and language expressed in UW’s Non Discrimination and Affirmative Action policy. The Council reaffirmed their belief in the significant role of this legislation and their commitment to support the Faculty Council on Multicultural Affairs’ effort to value and enhance the education of a diverse student body.

4) Mentor Memos
Olmstead opened the discussion of the one-sheet memos (now called Faculty Matters Memos) and took suggestions for editing the instruction sheet that will be revised and distributed to all
Council members. Discussion followed regarding other potential topics and how to best recruit authors and disseminate the memos. Olmstead invited everyone present and other members of the Council to continue to elicit more contributors as well as take responsibility for topics not yet assigned. Other possible topics offered for consideration include strategies for self promotion and how to make one's work more visible.

a) Assigned Topics for Mentor Memos

1) Olmstead: Will write teaching evaluations and gender, especially in the Sciences
2) Silberstein: Will ask Luis Fraga to write on getting credit for diversity activities and ask Judy Howard to write about promotion from associate to full professor.
3) Raftus: Will ask Beth Kalikoff to write about resources for teaching
4) Mescher: Will ask Larry Dalton to write about the balance of demands of teaching at a university and forming a start-up
5) Iarocci: Will write on preparing a tenure case from the viewpoint of an assistant professor.
6) Neff: Will ask Nancy Woods to write about networks and career development and will ask a member of conciliation board to write about managing disputes

5) Next Meeting
The final meeting of the Winter quarter will be held during finals week on Monday, March 12 at 12:30 pm.

6) Adjournment
Meeting was adjourned at 2:02 p.m. by Chair Olmstead.

Minutes by Louisa Iarocci, Faculty Member, liarocci@u.washington.edu

Present: Faculty: Olmstead (Chair), Mescher, Silberstein, Iarocci
President’s Designee: Neff
Ex-Officio Reps: Raftus

Absent: Faculty: Habell-Pallán, Paun, Anzai
Ex Officio Rep: Hanson, Coney, Cook