In its inaugural year at UW, the Faculty Council for Women in Academia (FCWA) met monthly throughout 2005-2006. Recognizing that the unifying theme for FCWA is to positively impact work-life at UW, we developed 4 standing subcommittees, one each to track issues regarding Salaries, Flexible Careers, Mentoring and the Coordination and Interface of FCWA with the greater UW community.

1. Salaries: By far the most complex and difficult issue we dealt with this year was real and/or perceived gaps in salary based on gender. Our goal for this year was to broadly survey salary gaps based on gender at other US institutions and to make available, to FCWA, UW and the larger community, the existing public data on salaries at UW. The fundamental importance of salaries and the changing demographics of women in the academic workforce suggests that this may well be deserving of continued attention of FCWA especially as UW deals with related issues such as salary compression.

2. Flexible Careers - Policies on tenure extension: This year Princeton University drafted a new policy that accords both men and women faculty an automatic tenure extension for childbirth. This policy is stirring change at other institutions as it deeply affects work-life at universities in ways that are not obvious at first glance. Comparison of the UW policy and that of Princeton raised many issues and questions central to work-life balance in academia. Our report was shared with the Senate Executive Committee and Provost Wise early in the Winter of 2006. FCWA recommended that any change in policy at UW be taken through standard channels of shared governance and brought to a vote of the faculty as a whole.

3. Mentoring - Portal: Conceived in 2004-05, the concept of a Portal to coordinate and connect extant mentoring resources here at UW continued to evolve this year. We envision that such a Portal allow a self-driven, private means for members of UW to find the mentoring resources they need. In a report delivered in the summer of 2006, FCWA recommended to the Provost that UW consider building such a Portal to serve the greater UW community.

4. Coordination and Interface of FCWA with the greater UW community: We focused this year on building a website structure that we could use to post articles, reports and information of interest. This web site will facilitate the workings of FCWA, make the workings of FCWA transparent to the larger UW community that we serve, and foster interactions with other similar Committees/Councils at other institutions.

Looking forward to 2006-07, several FCWA members will continue into the next academic year thus providing much needed continuity for this new Council.