Paralleling efforts across the university—particularly of the President’s Advisory Committee on Women (PCWA), and the Leadership, Community and Values Initiative (LCVI)—the Council focused on work/life and climate issues affecting women faculty.

**Issues Facing Women in Medicine.**
We had presentations from Women in Pediatrics and our committee member Soo Borson, reporting on her research on Women’s Progress in Academic Medicine. To some extent, the findings reported are generalizable beyond medicine. The Women in Pediatrics group stressed the effectiveness of working with their administration throughout the planning stages of new initiatives. They also stressed the timeliness of our issues: Data from a variety of sources indicate that both men and women professionals are seeking ways to improve work/life balance. To create and sustain excellence, to recruit and retain the best faculty, universities need to respond to these realities. Similarly generalizable is the support needed for career transitions, such as entering an administrative track. At the same time, there are issues that are particularly challenging for women in academic science. With respect to women researchers, particularly pressing is the need for structural solutions to support those who temporarily leave a research track to raise a family.

**Interface of These Issues with other Groups**
Some of the relationships between the Council and other groups working on similar issues are formal (e.g., our chair and the President’s representative sit on PACW); some are less formal: the chair of BalanceUW kindly sits as an invited liaison to our committee. We have no formal links to LCVI, which is something we should address if we are to best contribute to ongoing institutional conversations on work/life balance.

**Information Gaps**
PACW’s RA, Celia Framson, has done a terrific job synthesizing information on women collected in disparate locations across the institution. Working with PACW, we’ve been identifying areas where information gaps can hamper the institution’s ability to respond to important issues affecting faculty women. Gaps that emerged this year include the need to track the pipeline of women who might move into administrative positions at various levels (we need gender data on Chairs & Deans) and the need to collect information on gender in faculty applicant pools. A further challenge lies in the complexity of the institution and the society in which it’s embedded, leading to a variety of ways in which minority status is defined and documented.

**Issues for the Coming Year**
- Possibilities for establishing benchmarks for childcare and for dependent care in general
- Transition points for women researchers
- Leadership opportunities for women
- Diversity and equity issues