Chair Dina Mandoli called the meeting to order at 3:02 pm.

Meeting Synopsis:
1. Approval of agenda, discussion of minutes, announcements, introductions
2. Discussion & Nominations of FCWA Vice Chair
3. Update from Subcommittees
4. Action Items
5. Other Business

1. Introductions, Agenda, Discussion of Minutes, Announcements

Chair Dina Mandoli welcomed back Sutapa Basu, Director of the Women’s Center and President’s Designee, who was out of the country for a couple months. Introductions were made by the Council members present.

The agenda was approved as written.

Announcements:

- Later in the meeting, Mandoli will discuss the idea of electing a Vice Chair for the council.

- Subcommittees will provide updates. Mandoli suggested developing a timeline for council projects because of the need to go through the Senate Executive committee (SEC) and/or the Faculty Senate.

- Minutes for November 17 and December 15, 2005 will be sent via e-mail for approval.

- Mandoli shared the October 31, 2005 Chemical & Engineering newsletter. In the future, Susanne Redalje will distribute the newsletter to Council members.

- Mandoli made available the report from the Committee to Improve Undergraduate Experience.

- Mandoli reported that a short version of the Leadership, Community, and Values Initiative (LCVI) has been developed by the Provost’s Office and was given to the council chairs for discussion. Mandoli provided a summary of the FCWA’s activities, including establishing a new subcommittee to discuss Princeton’s move to make leave automatic.

- The Faculty Council on Faculty Affairs is addressing the issue of research appointments, vis-à-vis Faculty Effort Certification. The Faculty Council on Research is taking this into account and has a two-page statement, which Mandoli will share with the council.

2. Discussion & Nominations of FCWA Vice Chair.
There was discussion regarding the FCWA Vice Chair position. This person should be a regular council member, have some degree of assertiveness, have the time to devote to the position, and have a vision for FCWA; the Vice Chair would become Chair next fall. Mandoli described the duties of the position and asked Council members to seriously consider the position if they are eligible and to also let her know of others outside the council who may be interested. Discussion will continue at the February meeting.

3. Updates from Subcommittees.

FCWA Web Site (Susanne Redalje):

Redalje distributed a copy of the FCWA web site as it is now posted on the Office of Shared Governance site and provided a brief history of the site. Mandoli said the council should design a site for its internal workings and can later decide what to post for the public. Discussion followed regarding the site design, topics, and archiving. Mandoli asked Redalje to be the web manager. Mandoli will confirm if Barbara Krieger-Brockett will serve as Archivist. Redalje will provide a mockup of the web site at the February meeting.

Flexible Careers (Ellen Lettvín, Selva Tekok, Kate Quinn):

A committee meeting is scheduled for the week of January 16 to discuss automatic tenure extension as well as the maternity leave for women (faculty and professional staff) in research positions. Mandoli mentioned that the President and Provost would like to see a recommendation from the council on whether the University should follow suit with Princeton and the pros and cons in doing so. Mandoli would like the subcommittee to prepare a one-page working document to determine our next steps and present at the February council meeting.

History of Gender Based Salary Comparisons at UW (Lisa Frenkel):

Frenkel distributed draft questions regarding UW School of Medicine (SOM) salaries that will be given to Christine Surawitz in the SOM. Mandoli suggested having the Equal Opportunity Office review them. Frenkel encouraged council members to send suggestions or comments to her, Mandoli clarified the process that was approved at the December meeting.

Action items:

- Develop a set of 10 questions & get equal responses from upper campus and the SOM;
- Distribute faculty salary surveys on upper campus (1997 & 1998) to Council members;
- Set up a telephone call with Christine Surawitz and Helen Remick to provide an update.

Lisa asked for feedback from council members within a week; she will then compile the responses and send to the members and Surawitz. Mandoli will follow up with Surawitz on behalf of the subcommittee and invite her to a council meeting.

Time Line on Salary Comparisons at the UW:

- Revised set of questions for February
- Telephone call tentatively scheduled for March with Christine Surawitz and Helen Remick
History of Gender Based Salary Comparisons at Other Institutions (LuAnn Thompson/Marjorie Olmstead):

Olmstead reported that the most recent ones are based on data in 1998 and published in 2000 or 2001. Most of the regression analysis that corrects for different variables found a 4-8% difference for gender. Marjorie said that AAUP has published a book ("Paycheck") on how to conduct a gender salary study.

Action Items:

- Brainstorm recommendations – buy AAUP report, put link to AAUP website on our web site
- University should post their salary data to the web site we found
- Prepare a report with pros and cons and discuss it
- Make a recommendation to the Provost

Mentoring Portal Proposal (Bea Gandara):

A proposal (design and text) for the mentoring portal was distributed for members’ review and feedback. After discussion, it was suggested that the portal (1) be modified so participants can more easily understand its purpose, and (2) include some examples to show participants how it differs from what is already posted on the web. Mandoli asked Mandy and Bea to send out the portal proposal via email and present a final version at the February meeting.

5. Other Business.

Tabled until February meeting

The meeting was adjourned at 4:40 pm. Minutes by Carolyn Larson, Provost's Office.

Present:  
Regular members: Borson, Frenkel, Gandara, Lettvin, Mandoli, Olmstead, Salas, Schivell, Tekkok, Thompson  
President's designee: Basu  
Ex-officio members: O'Konek, Redalje, Robinson, Quinn

Excused:  
Regular members: Spielberg  
Ex-officio members: St. Peter

Absent:  
Faculty members: Lewis, McPhillips