University Of Washington
Faculty Council on Women in Academia
12:30 p.m. – 2:00 p.m., January 14, 2013
116 Cunningham Hall

Meeting Synopsis:

1) Call to Order
2) Approval of Minutes from the December 10th meeting
3) Addition of categories to new HR Payroll system
4) Faculty Matters Memos
5) Coordinating with Other Campus Entities
6) Adjourn

1) Call to Order
The meeting was called to order by Council Chair Marjorie Olmstead at 12:34 p.m.

2) Approval of Minutes from the December 10th meeting
Minutes from the December 10th FCWA meeting were deferred to be approved.

3) Addition of categories to new HR Payroll system
Council members were provided an update on this system based on report to November SCPB meeting. The council decided that it would beneficial to be in a position to provide input on what the system might track. Olmstead will ask Randi Shapiro, former president’s designee to FCWA, whom we should contact in HR. She will also meet with Angela Ginorio, chair of Faculty Council on Multicultural Affairs, to discuss coordination in requests from our two committees.

FCWA and FCMA should frame any requests in terms of how it benefits the university to collect data. One example is understanding reasons faculty have for leaving the University. For example, is the under-representation of women and minorities at the full professor level due to successful people being recruited away or for failure to thrive?, Discussion followed on whether exit interviews are being conducted with faculty to identify reasons for leaving. There was concern that by not having exit interviews, the University is losing the opportunity to learn on what can be improved.

Brainstorming followed on what types of information would be useful to have in the database (some of which are not necessarily payroll related, but would still be useful to have somewhere in the system):
- Competitive offers and retention requests (both accepted and refused)
- Faculty offers made, but not accepted (are we not attracting under-represented groups, or are they not receiving offers)
- College and University Committees served on, e.g. dept reviews. One example is that the Evans School has a database with all these responsibilities, use for annual merit reviews. Perhaps HR could have a common format to be used by departments and colleges, which would enable such tracking.
- History of salary at the University for individuals (longitudinal data) this should be monthly, with designation of source and percent time. The state web site was recently changed from monthly to annual, and is now not as useful. Departments such as Medicine may be more difficult to analyze, and should be consulted on a model for data capturing.
- Promotion history at the University
- Data on internal funding (e.g., "seed" grants and matching funds) No easy way to do this, and it changes all the time. DoE, NSF, etc.
- Data should be able to be disaggregated by: school or department, gender, rank, type of appointment, ethnicity/race, sexual orientation, disability status (binary), Country of origin and country of highest degree, parental status.

Some data could be self-reported, as it is in EEO forms filled out with application. Suggest a follow-up after 10 years, to update status. Federally mandated reports are around gender and ethnicity, by job category and department; questions were raised on whether extra information such as sexual orientation, disability status or country of origin, would become public record. Could the data be connected with the name only for statistical purposes (e.g., to generate disaggregated data on salary or promotion), but not be generally accessible? HR could set the default response as “no report”, and allow responders to opt-in.

The objective of gathering such data is to improve processes within the university, improve life for students, faculty and broadly. UW could use statistics from the National Board of Labor, National Center for Education Statistics, American Medical Association as benchmarks.

Projected plan: Continue to discuss factors to be included, and coordinate with FCMA to eventually send a unified list to to V’Ella Warren requesting to include particular criteria in the new system, from both FCWA and FCMA.

4) Faculty Matters
Any updates to the last Faculty Matters memos? Memo on Pursuing Intellectual Property is being edited by author Larry Dalton. Ann Mescher and Eve Riskin are working on compiling resources on how to nominate people for awards. So far, memos have been broadly targeted, and discussion focused on more focused audiences, in particular assistant professors.
   - How to choose whether to hold tenure clock or not? –
   - List of resources to women
     o Use of flexible policy for women; who would draft? – Katy Dwyer
     o Memo for pregnant faculty/staff? (lactation stations, etc) – Dwyer?
     o How to return after maternity leave/ resources? New parent group?

FCWA surveys have shown large numbers of faculty were unaware of paid professional leave, leave for course development, medical family leave, partial leave without pay. Where should this information be posted? Another information issue is the location of lactation rooms on campus and how to get access, as well as university policy on access to private space within a unit if it is not practical to go to lactation sites. FCWA would like to know what body is charged with maintaining such policy, and where a list of lactation sites is available.

5) Coordinating with Other Campus Entities
Olmstead had been invited to the January FCUFS meeting as they addressed childcare, but the university representative said there would be no new information available. L. Evans and M. Olmstead planned to draft a note to Amy Hawkins, to ensure that this issue is being worked upon, and to request an update on the status of west campus. FCWA and SEC had heard that the stadium was being considered for additional space on childcare on campus. FCWA will request a response on the impact of the next phase of construction on West Campus form FCUFS. The group had expected update in January, and were recently told to wait until March. A key point to include in the argument for increased childcare is that
the UW LCVI survey showed that non-parents had higher incidences of expressing disruption over lack of access to childcare than did parents, due to their colleagues’ lack of childcare.

Olmstead was asked by AAUP to make a presentation on the FCWA non-ladder faculty report; she will do so on January 29th. This will be pertinent, as they can take action in promoting improvements for non-ladder faculty.

Olmstead had requested an update on the Board of Deans regarding mentoring and had not heard back. She will reach out again.

6) Adjourn
Meeting was adjourned at 1:43 p.m. by Chair Olmstead.

Minutes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu

Present: Faculty: Olmstead (Chair), Iarocci, L. Evans, Mescher, Anzai.

Absent: Faculty: Lazzari, Cooke, Fisher, Fialkow
President’s Designee: Neff
Ex-Officio Reps: Jennerich, D. Evans