Meeting Synopsis:

1. Call to order
2. Review of the minutes from January 6th, 2017
3. Update on Class C resolutions – Prager
4. Council charge letter
5. Good of the order
6. Adjourn

1) Call to order

Paladin called the meeting to order at 11:30 a.m. Prager noted she would be acting as co-chair of the council with Paladin.

2) Review of the minutes from January 6th, 2017

The minutes from January 6th, 2017 were approved as written.

3) Update on Class C resolutions – Prager

Paladin explained she has found out that a large movement has been in motion at the university to revise Title IX (and non-Title IX) student conduct procedures, predominantly via revisions to the UW Student Conduct Code (SCC) and related resources/offices/trainings. Employees of the university working on this process have been asked to attend a future FCWA meeting to update on the revisions and to collect feedback from the council, as well as discuss plans for revised Title IX resources and communications around the university.

Prager noted she does not believe the council should not try to revise the two draft Class C resolutions relating to Title IX procedures at the UW (developed spring 2016) before it has a chance to meet with the guests and gather information on the changes already in motion.

There was some discussion of trainings being required for faculty involved in aspect of the Title IX SCC process. Members emphasized that implicit bias trainings/tests are also necessary for those involved in the processes.

4) Council charge letter (Exhibit 1)
Paladin explained senate leadership have forwarded a charge letter to the council, which was developed in consultation with herself as chair (Exhibit 1). The council reviewed the document.

Several members agreed the charge letter reflects discussions in the last FCWA meeting concerning the groups’ interests and goals for the 2016-2017 academic year. Paladin noted she thinks it will be rewarding for the council to aid in advising on Title IX resources and follow-up relating to the new policy, as one outcome.

_Nursing stations_

There was some discussion of nursing stations at the UW Seattle campus. Discussion revealed a general lack of nursing stations around the UW, specifically on South Campus. One member noted she does not know if there are any nursing stations in the area of campus she mainly resides. Prager questioned if it seems like a reasonable request for all UW buildings (excluding dormitories) to include nursing stations for new mothers. There was an interest in inviting an administrative guest to the council from UW Capital Planning & Development to discuss the matter. Bruns added that the issue is especially important to graduate students, as in her department there was no designated space that could be used by a nursing mother despite the need for it. The issue was noted as widespread among graduate students. Shaffer mentioned there being language in the Fair Labor Standards Act (FLSA) surrounding nursing stations, especially in government organizations. She mentioned she would look into the exact language and share it with the council at a later time. There was some discussion of using a survey, broadcasted to individual departments, to assess the amount of nursing stations in buildings around the university.

_Seattle City ordinance on gender-neutral bathrooms_

There was some discussion of the recently enacted Seattle City ordinance surrounding single stall gender-neutral bathrooms. The council support analyst noted he would peruse minutes of the Faculty Council on University Facilities and Services (FCUFS) from the previous year to locate the administrative guest who presented to that body on the UW making efforts to comply with the ordinance, as the FCWA would like to follow up.

_Investigation into parental leave policies_

After some discussion, members suggested Jason Wright (member, Faculty Council on Benefits and Retirement) might join the council to discuss the FCBR’s current investigation into parental leave policies at the UW, and also to report on that council’s resolution relating to the topic. Prager noted there are two elements to the topic: receiving leave, and receiving paid leave, as well as discrepancies between faculty and professional staff. There was some discussion of Washington State legislation surrounding paid parental leave.

_Conclusion_
Paladin clarified that the council will address nursing stations, gender-neutral bathrooms, and parental/family leave as part of its charge for the 2016-2017 academic year.

The council identified administrative guests to be invited to future meetings to address the listed topics, these included: Jason Wright from the FCBR, Mike McCormick (Associate Vice President, Capital Planning & Development) to report on gender-neutral bathrooms, an unidentified administrative guest with knowledge of UW parental leave policies, as well a representative from the UW Q Center to inform on the efforts of that resource center.

Paladin explained she believes other items outside of Title IX coordination would likely be addressed beginning in the fall 2017.

5) Good of the order

Paladin noted her and Prager would begin working on inviting ad administrative guests to future FCWA meetings.

6) Adjourn

Paladin adjourned the meeting at 12:36 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: Faculty: Sarah Prager, Michele Shaffer, Angelisa Paladin
Ex-officio reps: Anya Bartelmann, Angela Bruns
President’s designee: Susan Camber

Absent: Faculty: Mariam Moshiri, Michael Fialkow, Geethapriya Thamilarasu, Bonnie Duran, Whasun Chung, Elizabeth Umphress
Ex-officio reps: Isabel Giang, Fran Lo

Exhibits

Exhibit 1 – fcwa_charge_2016-2017.pdf
January 16, 2017

Angelisa Paladin
Chair, Faculty Council on Women in Academia

Dear Professor Paladin:

The Faculty Council on Women in Academia is charged with responsibility “for all matters of policy relating to the interests of women” (Faculty Code, Sec 42-47).

Our recommendation is that the council identify 3 specific goals that can be accomplished by the end of the 2016-17 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Follow up on & update two FCWA Class C resolutions nearly completed during the 2015-2016 academic year in the context of changes being made to the UW Student Conduct Code and Title IX procedures.
- Develop a plan for building a plan to improve how we recruit/retain working women by means of parental leave, family benefits, and appropriate facilities including nursing stations and gender neutral bathrooms.

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate Website to communicate the important work you are doing on their behalf.

Sincerely,

Zoe Barsness
Faculty Senate Chair
Associate Professor of Business

/jmb