Chair Dina Mandoli called the meeting to order at 3:25 p.m.

Meeting Synopsis:
1. Approval of agenda, introductions, approval of minutes, announcements
2. Timetable for FCWA products; auto tenure extension, salaries, portal, web site
   Web site – information items, links in minutes
   Flexible Careers; article from Hector & Freidman in PI (Discussion)
3. Updates from Subcommittees:
   History of Gender Based Salary Comparisons at Other Institutions (Thompson)
   History of Gender Based Salary Comparisons at UW (Frenkel, POSTPONED until next
   meeting for discussion with Helen Remick)
   Mentoring Portal
   Princeton’s Automatic Tenure Extension Policy
4. New Action Items
5. Other Business

1. Announcements, Agenda, Minutes

Introductions: Susan McCrary, Business Services and recorder of minutes.

The February 9, 2006 meeting agenda was approved.

The minutes from the January meeting were amended as follows:
- PACW should be spelled out (p. 2)
- Christina S. should have title included
- Minor formatting changes

The minutes were approved as amended.

Announcements:
- Kate Quinn and Charlotte Lewis have withdrawn from the FCWA.
- Dina Mandoli attended the January 24 meeting of the Faculty Council on Multicultural
  Affairs. Provost Phyllis Wise also attended that meeting and spoke on efforts to increase the
  number of faculty of color. Dina passed around a document produced by the Provost’s
  Office showing current Diversity Efforts.
- There is an AAUW forum on Sexual Harassment coming up in Washington, D.C.
- Dina Mandoli passed around an article sent to her by Sutapa Basu entitled, “The Quest to
  Become Ms. President”; this subject will be featured on an upcoming CBS News Sunday
  Morning television show. It was suggested that this article be posted on the FCWA website.
- Dina Mandoli expressed the need for someone to move into a Vice Chair position. Members
  present and eligible for such a position declined; Dina will approach the Secretary of the
  Faculty about how to proceed.
- There are only four more FCWA meetings. Tentative agenda items for those meetings are:
March: Helen Remick will attend the meeting and discuss Gender-Based Salary Comparison; Mentoring Portal
April: FCWA website; Salaries; Kate O’Neil of the American Association of University Women (AAUW) will attend
May: Salaries
June: Goal setting for 2006-2007

- Susanne Redalje reported on Initiative 914, proposed by Tim Eyman. A summary of the proposed initiative states, “This measure would prohibit public and private entities from using race, sex, color, ethnicity, or national origin in decisions about employment, contracting, subcontracting, college admissions and school assignment, and limit collection of data.” (Note: the Secretary of State’s website indicates that this initiative measure has been withdrawn by the sponsor. See http://www.secstate.wa.gov/elections/initiatives/people.aspx)
- The Senate Executive Council is discussing compliance issues; it is proposed that a UW compliance infrastructure be put in place modeled on similar ones at Stanford, the University of Texas, and the University of Michigan.

2. Timetable for FCWA products; Web site; Flexible Careers (Discussion)

Web site:
- Good beginning; now it must be decided what all will be on the web site, for example: reports and links in reports, minutes
- The salary analysis links are now up on the web site
- Other ideas for web site content: the names of subcommittee members and information on how to volunteer

Flexible Careers:
- The article by Eliana Hector and Debra Friedman on early entrance students was discussed. Hector and Friedman point out that, for these future female faculty, starting their careers at a very young age has the potential to relieve the tension between childbearing and tenure. The discussion that ensued raised the following points: these students, our brightest stars, are often not very mature which can be a detriment to their success; and the fact that they are of such high intelligence raises an issue of diversity. In sum, although this is an excellent and viable means to enable flexible careers, it is not the only way we need to explore.

3. Updates from Subcommittees

Discussion of the draft FCWA Document on the History of Gender-Based Salary comparisons at Other Institutions (Luanne Thompson and Marjorie Olmstead):
- Salary surveys from UW are needed to complete this document
- Detail is good; references and links should be included in the document
- It was proposed that the first paragraph be deleted
- Change the first sentence under Conclusions, item #5, to read, “Salaries must be examined individual by individual…”
- The following ideas were proposed to address the salary gender equity issue: highlight this issue at the reception for new women faculty, fall 2006; provide information about this issue on the FCWA web site; publish a piece about this issue in UWeek; hold a community meeting in the spring to include chairs, deans, and faculty and invite the President and the
Provost, have Dina and Sutapa moderate a discussion on salary gender equity. Before moving forward with this, it should be decided if it is appropriate for the FCWA to convene such a community meeting, or if that should be the role of some other University body.

- It was proposed that #2 under Recommendations be split into two parts
- Recommendations, #6: Kate O’Neill can discuss the AAUW Study at the April meeting
- Recommendations, #7: Spell out “LCVI”
- Add the following Recommendation (this will be #8): There needs to be a clear grievance mechanism in place for gender equity issues
- Consider putting together a PowerPoint presentation on salary gender equity issue
- The amendments to the document were approved

Discussion of Princeton’s Automatic Tenure Extension Policy assessment (Selva Tekkok):

- Add the following to the document:
  - Is there a mechanism regarding tenure clock extension?
  - the current policy for males
  - some mention of Work-Life and Flexible Careers
- In the 3rd paragraph, second sentence, delete “automatically” and change “entitled to an extra year…” to “entitled to request and extra year…”

4. New Action Items

- Dina Mandoli and Susanne Redalje will meet to make decisions about what should be on the FCWA website.
- Dina Mandoli would like Provost Wise invited to the FCWA meeting in May or June to discuss FCWA products; Dina will check on Provost Wise’s availability.
- Selva Tekkok will email an update of the Princeton Automatic Tenure Extension Policy report to FCWA members no later than Monday morning, February 13, for their review and feedback that same day.
- Dina Mandoli will collate a list of those members excused from giving feedback on the Princeton report on Monday. Sutatpa Basu is excused, as she will be in Olympia.
- Members were asked to indicate any changes they would like to see on the Mentoring Portal document and email them back to Beatrice Gandara, Dina Mandoli, and Amanda Schivell.

5. Other Business

None

The meeting was adjourned at 4:30 p.m.

Minutes by Susan McCrary
Business Services
smccrary@u.washington.edu

Present:  Faculty members: Mandoli, Olmstead, Tekkok, Thompson  
President's desigee: Basu  
Other ex officio members: Redalje, Robinson

Absent:  Faculty members: Frenkel, Schivell, Borson, Gandara, McPhillips, Salas, Spielberg  
Ex-officio members: St. Peter, O'Konek
Next Meeting:
March 2, 2006, 116 Cunningham Hall