University Of Washington  
Faculty Council on Women in Academia  
12:30 p.m. – 2:00 p.m., February 11, 2013  
116 Cunningham Hall

Meeting Synopsis:

1) Call to Order
2) Approval of Minutes from the January 14th meeting
3) Childcare Update
4) Non-Ladder Faculty
5) Diversity Requirement
6) Faculty Matters Memos
7) Where do we go from here on these issues?
8) Adjourn

1) Call to Order
The meeting was called to order by Council Chair Marjorie Olmstead at 12:31 p.m.

2) Approval of Minutes from the January 14 meeting.
Minutes from the January 14, 2013, FCWA meeting were not approved due to a lack of quorum.

3) Childcare update
Olmstead reported that instead of writing a memo to the Director of Athletics concerning the possibility of including a childcare facility in the new stadium facility, she had occasion to hear him present to the Senate Executive Committee. He referred to this as “his idea” – but that it was regrettably too expensive and that the problem could be solved by coordination with existing, near-by childcare facilities. Ensuing comments and observations included:

- One justification of this rejection is that providing on-site childcare for the very few faculty families (possibly as few as 50 per year) who would use it did not make financial sense.
- There are local examples of on-site childcare being successful, for example Hutch Kids. Harborview had one at some point and it may still be operating.
- Including a childcare facility at the outset of a building project would be much less expensive than installing one after construction is complete.
- FCWA could review the recent report of the women faculty in Pediatrics discussing the importance of having on-site childcare to decisions regarding employment.
- A follow-up memo to the Director, keeping FCWA concerns on his radar screen, would be appropriate.
- Often, faculty without children feel as strongly about the availability of on-site childcare as do faculty with children. There seems to be an increasing understanding that the quality and availability of childcare will ultimately affect all members of an academic community.
- We are entering a period of time when many faculty will be retiring. Those faculty members will most likely be replaced by younger recruits – including families with children.
- On-site childcare centers are increasingly becoming a draw for male faculty as well as female faculty.
• A childcare center at the stadium would have the advantage of being near the Medical Center and the new Sound Transit station.

The Faculty Council on University Facilities and Services (FCUFS) has this proposal on their radar screen as well. It was on the agenda for their January meeting but got deferred to the March meeting agenda.

A suggestion was made that each FCWA member choose three academic institutions (with a preference for the PAC 12) at random and research the following questions:
  • Is there a university-sponsored childcare facility on campus?
  • How many spots for children under the age of 2 and how many for those over the age of 2?
  • How long is the waiting list?
  • Who has priority?
  • Is the facility self-supporting?

If the stadium option falls through, the FCWA might explore the possibilities of a site within one of the new dorms. Another suggestion was to explore the former cafeteria area in the South Campus Center.

4) Non-ladder Faculty
Olmstead made a presentation on the FCWA non-ladder faculty report to the AAUP. The AAUP will be taking on this issue in the future. The issue includes the rule that only those lecturers who were hired as the result of a nation-wide search (a “competitive recruit”) are eligible for promotion. A related issue is how part-time lecturers can be considered for promotion, if at all.

5) Diversity Requirement
Olmstead reported on her meeting with Angela Ginorio (chair of Faculty Council on Minority Affairs, FCMA) concerning the current proposal for an undergraduate diversity requirement. FCMA sent their proposal to FCWA and the Faculty Council on Academic Standards for their review prior to moving it along to the Senate Executive Committee. A copy of the proposal will be sent via e-mail to FCWA members for endorsement by email vote.

6) Human Resources and Diversity
Olmstead will invite Helen Remick, who retired from Asst Provost for Equal Opportunity at the UW, to discuss how her work evolved during her years of service – and how best to collect and track equal opportunity-related statistics going forward. She will also contact Shirley Runkel, Director of Academic Human Resources on timelines.

7) Faculty Matters Memos
Elaine Jennerich distributed and reviewed a memo that had been drafted by Amanda Hornby, a UW Libraries Undergraduate Instruction Coordinator, entitled Librarians as Educational Partners. She felt the best approach to this assignment for the Libraries is to focus on developing a way-finding guide -- a one-pager that will explain how you can partner with a librarian and what they can do for you. Ensuing discussion and comments included:
  • addressing differences between faculty and student users
  • Addressing specific services from branch libraries (e.g. Law, Medicine)?

Jennerich will revise the draft and re-submit at a future meeting.
Status of other memos:

- Beth Kalikoff has committed to writing a memo on Teaching and Learning after this quarter.
- Neff has been in touch with Marcia Killien on the possibility of a memo on Service issues.
- Luis Fraga will be writing a memo for faculty members of color getting credit for UW service.
- Thomas Deardorff was asked to consider drafting a memo on copyright issues, but responded that the subject would easily take 4-5 separate memos to cover due to its complexity. Perhaps the focus of the memo could be on how and where to go for answers.
- Luisa Iarocci was unable to attend today’s meeting, but has agreed to draft a memo on rank and tenure.
- Jennerich will contact John Bolcer, and perhaps Barbara Benson and Eliza Suanders about the possibility of a memo on records retention.
- Jennerich volunteered to find out who to contact with regard to flexible policies (maternity leave, lactation support, etc.)
- Silberstein will contact Miceal Vaughan and possibly Marcia Killien about the possibility of a memo on faculty rights and responsibilities.

8) Where to go from here on these issues?

Chair Olmstead concluded the meeting by asking the Council to consider what they would like to address during the remaining meetings of the academic year. FCWA will continue to monitor actions on childcare, non-ladder faculty and the human resource database.

The issue of including questions about a person’s criminal record on UW student applications will be coming up soon. Questions will include how to address concerns about sex offenders on campus and how to ensure fairness for those applicants who may be in the country illegally.

Neff added that there are new reporting responsibilities for all state employees. This may be a special consideration for faculty who teach in classes including young people who may be under the age of 18. When you are working with a younger student, can you ask his or her age? And if there is a concern, where would you report? Neff will ask Amanda Payne (Title 9 and ADA coordinator) to address the Council at a future meeting about particulars.

9) Adjourn
Meeting was adjourned at 1:38 p.m. by Chair Olmstead.

Minutes by Susan Folk, Faculty Council Support. slfolk@u.washington.edu

Present: Faculty: Olmstead (Chair), Fialkow, L. Evans
President’s Designee: Neff
Ex-Officio Reps: Jennerich
Guests: Sandra Silberstein, Sutapa Basu

Absent: Faculty: Iarocci, Anzai, Lazzari, Cooke, Fisher, Mescher
Ex-Officio Reps: D. Evans