The Special Committee on Faculty Women met on February 14, 2005, in 36 Gerberding Hall. Chair Dina Mandoli called the meeting to order at 10:35 a.m.

Synopsis:
1. Minutes, Agenda, Announcements
2. Achieving Council Status: Select name to propose to SEC
3. Gates and Hughes Directors (Dirks, Decosmo) – Presentation/Discussion
4. ADVANCE Director (Riskin) – Presentation/Discussion

Agenda, minutes, announcements
The agenda was approved, the minutes were approved as revised.

Achieving Council Status: Select name to propose to SEC
As part of SCFW's bid for Faculty Council status, members discussed a new name to propose to the Senate Executive Committee. After a lively discussion, it was moved, seconded and unanimously passed to submit the name choice "Faculty Council on Women in Academia (FCWA)" to SEC.

The proposed Council charge, to be added to Chapter 42 of the Faculty Code, will read as follows:

"The Faculty Council on Women in Academia shall be responsible (as described in Section 42-33) for all matters of policy relating to the interests of women."

The initial objective of the new Council will be to integrate mentoring resources at the University by developing an interactive Web portal to collate all mentoring resources.

Gates and Hughes Directors (Dirks, Decosmo) – Presentation/Discussion
Janet Decosmo described her program, the Mary Gates Endowment for Students, a program that provides mentoring guidance and supervision for undergraduate research projects as well as an introduction to the University culture.

The Mary Gates Endowment provides four kinds of scholarships:

- Honors Scholarships that help recruit outstanding high school seniors to the UW.
- Research Scholarships that enable students to deepen their involvement in work with faculty on research, curricular design, the creative arts, and other forms of scholarly endeavor. Students contribute to a host of faculty projects in a wide range of disciplines.
- Leadership Scholarships that foster students' growth as leaders. Leadership scholars deepen their commitment to community by pursuing a challenge or project, often focused on public service in the community or on campus.
- Venture Fellowships that enable exceptional students to undertake imaginative and risky ventures of their own design.

Research Scholarships allow students to work with specific faculty, but there is always a question about whether the desired faculty member has the mentoring skills to benefit more than just the work of a given discipline. The Undergraduate Research Program (UPR) assists students in planning a research project, identifying faculty mentors, publishing their findings, obtaining academic credit and getting funding for
their research. The students themselves, Decosmo said, wanted to find a way to present their research and honor their mentors, so the Undergraduate Research Symposium was created. This annual symposium, in existence for the past eight years, encourages mentoring by honoring existing mentors. Students write about the mentoring experience, and the mentoring faculty are further honored by having copies of their letters forwarded to their department chairs.

Gates Scholarships uses a Website to reach out to mentors, and is developing a list of faculty with a track record of mentoring. Matching students with mentors is an exercise in confidence-building.

The interactive Web portal contemplated by SCFW might be used to add a description of the mentor's mentoring style, expectations for working with the student, and the kind of student the mentor is looking for (skill sets, abilities, interests, etc.). Conversely, students might comment on the style of the mentor, if this could be done without anyone feeling they've been "graded."

DeCosmo also identified Women in Science and Engineering (WISE) as a possible participant in SCFW's proposed mentoring portal. WISE is a program designed to encourage the recruitment and retention of women of all ethnic backgrounds in science and engineering. WISE builds a collaborative and learner-centered environment for women in science and engineering, providing academic and support programs including Tutoring, Professional Mentoring, Peer Mentoring, Advising, and International Exchange.

Clarissa Dirks' presentation focused on a specific study-abroad program of the Hughes Institute that provides rich opportunities for mentoring of all kinds. This program, which takes place in Costa Rica and includes specific study of mentoring skills and processes as well as studies in biology, would be a natural for inclusion in the mentoring portal.

For further in-depth mentoring studies, Dirks the excellent book "Advisor, Teacher, Role Model, Friend," ISBN 0-309-06363-9, published by the National Academy of Sciences, National Academy of Engineering, and Institute of Medicine, and found online mid-page at this address:
http://www.nap.edu/readingroom/books/mentor/

**Eve Riskin, ADVANCE:**
The ADVANCE program envisions a campus in which all science, engineering, and mathematics (SEM) departments are thriving, all faculty are properly mentored, and every SEM faculty member is achieving his or her maximum potential. Cultural changes that are designed to help underrepresented groups invariably help all groups and improve the environment for everyone. By creative leadership programs and mentoring, ADVANCE aims to increase the numbers, advancement, and leadership of women faculty in the science, engineering and mathematics departments and to extend this pilot program to all women faculty.

ADVANCE has designed a leadership development program, call the Mentoring-for-Leadership Lunch series, to encourage women faculty to consider and pursue positions of academic leadership. Each month, a different woman leader discusses her career trajectory and the benefits and challenges of holding an administrative job. Emphasized are techniques for time management, obtaining consensus among faculty, and implementing a vision of excellence.

Riskin suggested that perhaps SCFW could start a similar series with financing from the Provost, in conjunction with the proposed mentoring portal. This is not a complex undertaking but does require some staff support – someone to coordinate a listserv, make announcements, collect RSVP's order the lunches, etc. Of particular interest would be inquiries into women who start in academia but do not make it into the University structure – what happens to them, and why do they fall by the wayside?
Mandoli thanked all presenters for attending and will seek letters of support from the for the SCFW portal proposal. To encourage synergy, Mandoli would like to encourage regular meetings with all those who are passionate about mentoring.

The meeting was adjourned at 1:10. Minutes by Linda Fullerton, Recorder.

**Present:** Cheng, Frenkel, Mandoli, Schivell, Redalje, St. Peter, Remick, Quinn

**Absent:** Gardner, Lindhorst, Lewis, Salas, Spielberg, Basu, Henderson,

**Information:**

Notes Faculty Senate Meeting March 3.

Agenda for meeting is at: http://www.washington.edu/faculty/facsenate/senate/Agenda/03-03-05.pdf

This was a pretty short meeting overall even though Pres. Emmert was present to give his remarks this time. The primary topic is one that impacts us all and as always, mostly likely impacts faculty women most-faculty salaries. Both Prof. Heath and Pres. Emmert discussed it. Prof. Heath summarized the fact that there was little coherent policy across the board even before the legislature gets involved. He talked about the issues that go into salary decisions and divided them into areas which were clear and those which were unclear. An example of ‘clear’ was the 7.5% that goes with promotion. An example of an ‘unclear’ was unit level adjustments. This one included a variety of issues such as whether there should be across the board support for all departments or disproportional support for units which fall below established levels of support (peers). He included equity on the clear side of the equation because it is understood but not necessarily equally applied. He feels all these issues need to be discussed and clarified.

The Olympia report is still pretty confused. One thing that still appeared to be alive is the issue of performance audits of state agencies. Higher Ed. is included in this. The academic bill of rights is dead.

The RBL was mentioned briefly. There had been a question about decommissioning labs if this was built. That is not likely the case as there is a need of increased space already.

**On Becoming a Council**

**Requested Name & Status Change:** From the Special Committee for Women (SCFW) to the **Faculty Council for Women in Academia (FCWA)**

**Code 42 suggested language:** "The Faculty Council on Women in Academia shall be responsible (as described in Section 42-33) for all matters of policy relating to the interests of women."

**History:** SCFW has been an ad hoc standing committee for over 35 years. This far exceeds the normal during for an ad hoc committee. Over this time period, there is no question that women have made strides, but significant problems remain [1-3].

**Rationale:** The leaks in the career pipeline for women and minorities remain painfully evident in science and in the humanities [1-3]. The UW Report on the State of the Faculty http://depts.washington.edu/uwaaup/state%202004.pdf clearly states that this hurts the entire spirit and climate of academia. The paltry number of women full professors and academic administrators indicates that our UW system is failing them regarding mentoring for leadership. Likewise, women vice presidents and senior leaders in non-academic roles on campus are few, indicating that the women students and staff are not being mentored for leadership roles. Recent events at Harvard University surrounding Summer’s statements, however well-intentioned, questioning the fundamental competence of women to contribute to science [4,5] has added gasoline to a smoldering fire. In light of these recent events, it is rather appalling that the only disenfranchised groups within the UW Senate self
governance structure are the women and minorities, the only standing Committees that lack a vote on the SEC and Council status. Improving climate at UW for women will entail many changes from many quarters, but at the core is respectful consideration of the ways we communicate and share information with each other. This lack of status sends a clear, unwarranted and punitive message the women on the UW faculty. Healthy institutions actuate mechanisms that enable individuals to grow to their potential and to be empowered both alone and in synergy with others. This simple change can

Role for Faculty Council for Women in Academia at UW: In an effort to plug holes in the pipeline at UW, our primary goal of FCWA is to increase the ability of all women at UW to successfully navigate academia. One cannot address the concerns of women faculty without considering the rest of the pipeline: the early portions of the pipeline (rising women faculty-to-be) and the environs in which the pipeline functions (their male counterparts) all contribute to the health of those in the pipeline. Based on the principle that “a rising tide floats all boats,” we believe that Council status will benefit the entire campus community and women at all stages in their careers, including undergraduates and post-baccalaureates seeking advanced degrees. In addition, the FCWA believes that some concepts and avenues for climate change at UW will be best received by faculty and faculty-to-be if it comes from the faculty themselves. Such initiatives should naturally arise through a Faculty Council for Women. FCWA wishes to contribute tangible products to creating a climate where everyone in the UW community has the tools they need to succeed. We, like others [6], believe that success entails making the system you are part of work for you, even when that means changing the paradigm. To this end, we have proposed to build a web-based portal to foster “mentoring” or best practices of communication, and strive to make transparent the managerial structure of the University to its own personnel. Both of these needs were articulated in the Report on the State of the Faculty http://depts.washington.edu/uwaaup/state%202004.pdf. Our proposed portal will be interactive so that the community of over 20 existing mentoring groups on campus can work synergistically to achieve these shared goals.