University of Washington
Special Committee on Faculty Women
March 17, 2004

The Special Committee on Faculty Women met on March 17 in 36 Gerberding Hall. Chair Barbara Krieger-Brockett called the meeting to order at 10.35 a.m.

Present: Gardner, Krieger-Brockett, Mandoli, Schivell, Redalje, Gray

Synopsis:
1. Announcements
2. Part-Time Lecturer Legislation
3. Mentoring legislation/mandatory training for mentors/mentees – GPSS resolution

Agenda/Minutes/Announcements
The November and January minutes were approved. The agenda was approved.

Sutapa Basu, of the Women's Information Center, has signed a memo of understanding for a grant the Center is seeking, to fund a Safe Campus Task Force. Lois Price-Spratlen is a co-PI on the proposed project. Krieger-Brockett has signed the memo to indicate SCFW's support of this important project.

Part-Time Lecturer Legislation
Faculty Affairs presented to the Faculty Senate Class A legislation that proposed to give part-time lecturers the vote. This is a women's issue on campus, because women make up a disproportionate number of lecturers.

Though the legislation was well-crafted and has been thoroughly vetted by Faculty Affairs, the measure encountered strong opposition from two departments and the legislation was rejected by a narrow margin of about ten votes. From comments made during the debate on the Faculty Senate floor, it appears that there is a deeper issue of general participation in department governance. Departments whose research faculty have not participated in departmental affairs since they were granted the vote appear to be reluctant to add another class of voting faculty.

While Faculty Affairs and the subcommittee members who worked on the legislation still support it, FCFA voted to defer any further action on the issue this year. They voted to encourage the 2004-2005 Faculty Affairs Council to take the issue up again in Fall Quarter.

After general discussion, the consensus was that SCFW will want to remember this legislation and do everything possible to support it next year.

Mentoring Discussion
Krieger-Brockett supplied the membership with copies of a resolution drafted by the Graduate and Professional Student Senate, supporting mandatory mentorship training in part as a way to honor Marcia Landolt, the late Dean of the Graduate School. Similar resolutions are said to be in the works by other campus organizations. Krieger-Brockett asked whether SCFW would like to either support or draft a mentoring resolution.
In discussion, mentoring was seen as a valuable skill that SCFW should support and promote. It might be possible to do a training session or classes in conjunction with the Graduate School, perhaps one event per quarter for both faculty and students. Topics might also include training in negotiation skills, publication ethics, and other areas of interest. Perhaps a brainstorming session could occur between representatives of GPSS, PSO, and SCFW, to come up with a list of topics that should be addressed in a mentoring training program.

Chris Loving of Advance may be a good resource. SCFW may also want to invite the participation of the Special Committee on Minority Faculty Affairs, who have also been talking about mentoring and may want to partner.

There has been resistance to requiring schools and colleges to provide formal mentors for tenure track, because they fear that ineffective mentoring could then be cited as a defense in failed tenure cases. Mandatory mentor/mentee training, however is not the same thing at all.

A consensus was reached that mentoring should be kept on the table as an SCFW issue. Time should be devoted to planning and strategizing, early in the 2004-2005 academic year. If a Class C resolution on mentoring is deemed desirable, it should be drafted and presented to the Faculty Senate in Fall Quarter 2004.

In preparation for this, Council members should draft a paragraph on mentoring that states principles, goals and methods, and begin to compile a list of topics that might be addressed in classes or workshops.

The meeting was adjourned at 11:50. Minutes by Linda Fullerton, Recorder.