University Of Washington  
Faculty Council on Women in Academia  
12:30 p.m. – 1:30 p.m., April 9, 2012  
116 Cunningham Hall

Meeting Synopsis:

1) Call to Order
2) Meet with Provost Cauce to discuss recommendations from the NLF report.
3) Review what was learned from Provost Cauce
4) Update on Faculty Matters Memos progress
   a. Follow-up on previous assignments
   b. Discuss where these should reside on UW website
5) Recruiting members / leadership of this council for next year
6) Adjournment

1) Call to Order
The meeting was called to order by Chair Marjorie Olmstead at 12:33 p.m.

2) Meet with Provost Cauce to discuss recommendations from the NLF report.
Chair Marjorie Olmstead welcomed Provost Ana Mari Cauce to the meeting. She gave a  
background on the Non-Ladder Faculty Survey. Different categories of non-ladder faculty were  
described, with this survey focusing on non-ladder faculty who teach rather than Research and  
Without Tenure faculty. Prior to discussing the recommendations, Olmstead asked Provost  
Cauce if she had any questions or reactions.

Provost Cauce provided her reaction to the survey, and discussion followed on University’s  
flexibility to absorb budget cuts. Difficulty was expressed in differentiating between the impact  
of Activity Based Budgeting and budget cuts. Cauce emphasized that she understood faculty  
concerns about job security, however expressed concern that additional obligations to tenured  
faculty decrease the areas in which the University can save costs. Job security was noted to be a  
national issue rather than one uniquely felt within the University. Debate followed whether  
other adjustments would allow the University to endure such cuts, while improving job security.  
Concerns were expressed that non-ladder faculty bear increased responsibilities and suffer  
decreased job security, causing their morale to drop.

The University’s business model was then discussed, differentiating UW from other businesses  
as it is seeing increases in students while receiving budget cuts. Concerns were expressed of the  
value of such education in light of the higher costs to students. The balance between tenure  
track faculty and lecturers was deliberated. Cauce expressed willingness to investigate efforts to  
 improve job security for faculty, and cautioned about effects on staff, who are also primarily  
women. Councilmembers suggested other methods to improve job security, such as establishing
preferences for past instructors in recruitment, or through differentiating salary by experience. The improvement of the economy may serve as an opportunity to lengthen senior and principal lecturers’ contract periods, however these decisions are made by Deans and Chairs. Another option to extend contracts for full-time lecturers beyond one year was mentioned through national searches. Concerns were voiced that lecturers may fear losing their current position due to intense competition, and additionally may require for promotion to the category of senior lecturer.

Concerns with disadvantages to continuing lecturers were mentioned. Waivers for national searches were expressed to be difficult for first-term hires, but more difficult for continuing hires. Routine reviews were suggested as a way to benefit lecturers from within, providing a track from lecturer to senior lecturer. Cauce suggested that full-time lecturers could be offered full-time senior lecturer role after teaching for certain number of years, but would have to discuss this options with the Deans. The Council then discussed potential competition between lecturers and tenure track positions. Provost Cauce discussed the potential to provide a track for part-time lecturers. Concerns for part-time lecturers consisted of the increasing standard load, and difficulty to access university benefits.

Both the Council and Provost Cauce agreed that the best strategy to improve policy would be to begin investigating full-time lecturers, and later resolve issues faced by part-time lecturers. Positive elements for having a five year contract were that faculty are more willing to provide other elements of service, and are reduce administrative burden on departments. Cauce noted that she is not opposed to provide quasi-tenure to lecturers, as the University of British Columbia has noted to have a good system in place. This would require working with the Faculty Senate, Chairs and Deans.

Olmstead informed that the Board of Deans had offered to create a subcommittee on mentoring after a FCWA presentation to establish the best practices for mentoring. After this meeting, nothing further had been communicated to FCWA, though interest was expressed by Beth Kalikoff and Ed Taylor. Cauce would speak with Ed Taylor and Sandra Archibald about this. The Council’s recent efforts in developing “Faculty Matters” memos were briefly discussed, to provide a form of mentoring regarding the tenure process, publications and so forth.

Cauce considered the data regarding workload in the Non Ladder Faculty Survey to be very concerning. In order to improve awareness of responsibilities, the suggestion was made that voting rights and flexible policies should be clarified to non ladder faculty by departments. A factsheet or FAQ was recommended on voting rights, however guidelines on workloads are more complicated to clarify as they vary greatly by department. The lack of staff members to communicate and clarify policies was pointed out, in addition to difficulty in reading and interpreting the Faculty Code. Cauce noted that she could provide further guidance to “on boarding” Deans.
Cauce listed actions that she would take:
- Creation of a fact sheet for lecturers and above regarding voting rights and flexible policies
- Investigate what UW has in terms of 5 year contracts and national searches
- Ask Deans and Faculty Senate if there is interest to address security of employment for non ladder faculty
- Follow up with Sandra Archibald regarding mentoring subcommittee
- Speak with Ed Taylor and Beth Kalikoff regarding mentoring and teaching
- Remind that non-ladder member are faculty, deserving respect and consideration

Cauce recognized the importance of non-ladder faculty, due to the great amount of teaching they do. She noted some similarities and differences between Without Tenure and non-ladder faculty. She requested for the Council to gather some best practices on improving job security, and thanked the Council for inviting her.

3) Review what was learned from Provost Cauce
The Council then discussed developing a list of reflective questions to guide discussions within Departments, Deans, Chairs and Faculty Senate. This was noted to be important in order to begin conversations. A suggestion was made to portray changes as “moving forward” rather than “going back to” to policies, in the example of the case of contract length. Parallel efforts to allow for longer terms for lecturers were noted within the Faculty Council on Faculty Affairs. Through engaging multiple offices on campus, consideration of these topics would continue rather than being closed. An additional recommendation was to use anecdotes to support recommendations, strengthening the case for such changes. Olmstead will thank Provost Cauce on behalf of the Council for her participation.

4) Update on Faculty Matters Memos progress
Council members provided updates on the “Faculty Matters” memos. Beth Kalikoff has agreed draft a memo regarding teaching. A deadline was set to receive these drafts to be submitted by May 1st. Nancy Woods and Kelly Edwards, on the Conciliation Panel agreed to draft a memo on conflict resolution. Another idea was to have Cheryl Cameron or someone from Academic Human Resources her office draft a memo to facilitate access to information on personnel policies and benefits.

These files will be housed on the FCWA website however hard-copies will also be made.

5) Recruiting members / leadership of this council for next year
Olmstead requested for members to recruit faculty with interest in serving on the Council. She noted that she would consider serving as Chair for another year.

6) Adjournment
Meeting was adjourned at 1:54 p.m. by Chair Olmstead.
Present: Faculty: Olmstead (Chair), Silberstein, Mescher
President’s Designee: Neff
Ex-Officio Reps: Coney, Raftus
Guests: Cauce, Basu

Absent: Faculty: Habell-Pallán, Anzai, Iarocci,
Ex Officio Rep: Hanson, Cook