Chair Sandra Silberstein called the meeting to order at 9:35 a.m.

FCWA invited two guests to discuss possibilities for data collection: Shirley Runkel, Director, Academic Human Services, and Prudence Miles, Director, Equal Opportunity/Affirmative Action

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Chair Silberstein introduced today’s special guests and asked them to speak about what kind of information is available to the Council’s project to track the life cycle of a female faculty member.

Shirley Runkel, Director, Academic Human Resources (AHR) provided the Council a brief background on her position in AHR and the expansion that took place in the 1980’s when the department moved from simple record keeping for faculty and the Provost’s office to an office that manages all academic relations. She explained that AHR has been working for the last 12 years to get the information for a complete faculty profile into one database. Runkel noted that the current database contains only basic faculty information and that the hurdles her office face include issues of verification, security, and clarifying their charge.

Prudence Miles, Director, Equal Opportunity and Affirmative Action, gave a brief introduction and noted that she has only been at the UW for several months, so she is still learning about the UW and her office. Miles stated that her office and AHR are working more closely together than ever before to improve the hiring and diversity processes.

Regular guest Kate Quinn inquired about several aspects of the data needed for producing a report of the life cycle of a female faculty member. Questions were raised about data availability in the number of applicants and hires in the Annual Affirmative Action report. There was discussion of the value of letting search committees in the hiring process know the demographics of the pool of applicants that they are reviewing. The challenge seen is finding what is there and how to get it out in its most usable form.

Quinn inquired about whether the annual Provost’s list on faculty hires includes a gender designation. She asked whether there was a way to match that against the yearly pool of hires data, and whether they could get the type of hire that was made, i.e. dual career. Runkel responded that her office doesn’t track career hires and that they would need to communicate effectively with deans in order to secure it.

The Council also discussed the issue of leaves of absence and available data on this. Runkel noted that her office does not collect a lot of detail on leaves of absence because it is difficult to fit that kind of data into a neat category. Most respondents list “personal
reason,” rather than anything specific. She said that leave-of-absence data is left to the individual units to manage. Council members discussed ways to access this information through Deans.

Silberstein reminded Council members why they wanted data on hiring and retention. The value is in researching whether there are gender differences as they play out in something like a partner hires. Miles noted research indicating that universities will work harder to make a male accommodation hire because female partners will follow along more readily than will males.

On the accessibility of promotion data, Runkel noted that it will be in the long term database. She also noted that there is currently no formalized exit process, and that she would like to see one fully developed. The information about faculty who leave comes directly from departments, not individuals. An idea was offered to have a third party conduct exit interviews. Silberstein noted that a potential value of exit interviews is that it can alert the institution to climate issues.

Questions were raised concerning data on faculty salaries and competitive offers. Runkel explained the intricacies of the payroll system and how the information within it is not always reliable. She also noted that AHR does track all competitive offers but they are few in number.

The discussion wrapped up with a summary of the Council’s need for data linked to race and gender concerning a female faculty member’s life cycle. Runkel and Miles were thanked by Council members for their visit to the women’s council.

Survey Review
Quinn reviewed the Catalyst survey she created for tracking data on the lifecycle of women faculty. A discussion began about whether the survey captures the experiences of faculty doing clinical work. Silberstein suggested that Kate Quinn, Soo Borson, and she meet soon to work out any questions specific to the Medical School. The Council decided that they would query both men and women, all faculty categories including part-time, but not post-doctoral positions, and they would add questions for the Medical School. Council members also agreed to take the survey to see what questions they felt might still be needed on it.

The meeting was adjourned at 11:07 a.m.
Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu or 543-2884

Present: Faculty: Borson, Iarocci, Olmstead, Silberstein (Chair), Thompson
President’s Designee: Basu
Ex Officio Reps: Yorks, Carrigan
Regularly Invited Guest: Quinn

Absent: Faculty: Baltan Brunet, Gandara, Habell-Pallan, Heitkemper (excused), Simmons (excused)
Ex Officio Reps:  Dillsi, Berg

Special Guests:  Shirley Runkel, Director, Academic Human Services, and Prudence Miles, Director, Equal Opportunity/ Affirmative Action