University Of Washington
Faculty Council on Women in Academia
12:30 p.m. – 1:30 p.m., May 7, 2012
116 Cunningham Hall

Meeting Synopsis:

1) Call to Order
2) Review of Minutes
3) Council chair meeting update
4) Review of last month's meeting with Provost Cauce
5) Progress on mentoring memos
6) Ideas for future FCWA projects
7) Adjournment

1) Call to Order
The meeting was called to order by Chair Marjorie Olmstead at 12:40 p.m.

2) Review of Minutes
Minutes from the FCWA meetings on February 13th, March 12th, were approved without further revisions. Minutes from the April 9th meeting were postponed to allow further time for review.

3) Council chair meeting update
Olmstead informed that FCWA will presumably have a seat on the Senate Executive Committee (SEC) next year, having been so nominated; this was announced during the Council Chair meeting. She also announced 7 new members to the Council, noting members from Tacoma and Bothell campuses. She briefly recapitulated actions amongst different councils.

Members discussed the Faculty Council on Faculty Affairs’ work to increase openness within the promotion and tenure process, particularly by increasing opportunities for responses from candidates. Considering the balance between candor and liability in demanding that Chairs formally express their decision to candidates, sentiment was that this was within a Chair’s responsibility to do so. Addition of such additional opportunities to understand critiques and respond was considered important for candidates to appropriately defend themselves in the process. Members agreed that this was a policy that they would support.

Next year’s Faculty Senate Chair Jim Gregory had mentioned that UW’s faculty demographic was disturbing, that women represent only 25% of full professors while at parity at other levels, and that he believed this area warranted more investigation, which was one reason for placing FCWA Chair on the SEC. The SEC nomination committee had concerns with the nomination process and would write up recommendations to make it more democratic, less cumbersome and group schools and departments in a more logical manner. The importance of improving
communication to a departmental level from the Faculty Senate level was also noted to be a goal. Efforts are being made to restructure the Reorganization, Consolidation and Elimination Procedures (RCEP) to changes at a policy level rather than at a procedural level.

Faculty support was expressed for Librarians to become faculty members, should Librarians pursue this. ALUW representative Deb Raftus characterized concerns due to not being considered faculty members, and informed the Council that UW librarians have a similar process as the faculty tenure process, librarians enjoy faculty status at many peer public research Universities, and UW Librarians’ salaries are low compared to other Universities.

Olmstead had provided updates on FCWA issues, noting the Non Ladder Faculty Survey, and the new Mentoring memos initiative.

4) Review of last month’s meeting with Provost Cauce
Following last month’s meeting with the Provost Ana Mari Cauce, the Council considered follow-up to the discussion, including the importance of doing research that can help inform the direction of administrative policy.

After reading the Non-Ladder Faculty Survey, Provost Cauce had indicated that she is willing to begin responding to lecturer issues by considering initiatives for full time lecturers. FCWA should remind Provost Cauce on of this item and additionally to follow up with the Board of Deans in regards to mentoring initiatives and other best practices.

5) Progress on mentoring memos
Reminders for drafts of mentoring memos will be sent out to authors. Olmstead mentioned additional faculty members whom she could contact for additional memos, such as “Off Campus Resources for Professional Development.” One memo has already been drafted, which Susan Neff will circulate to Council members.

Members discussed potential sites to hold these memos for commentary, and it was agreed that Olmstead would create a Go Post, where members can submit documents and comment on the site.

6) Ideas for future FCWA projects
Gregory had noted that he was looking forward to using FCWA’s research in order to inform broadening faculty demographics. FCWA foresaw its role as providing baseline data, but not conducting further research. The need for an administrative unit to collect and report on faculty data was emphasized, suggesting either Academic Human Resources or the “Data Custodians” as potential entities.
Sandra Silberstein noted that in response to the Faculty Senate’s language on observation of Central Cultural and Religious Practices, Provost Cauce had offered to send out a reminder to faculty to take into account students’ religious practices and significant dates when composing their syllabi. Council members suggested this message be sent out in a brief format quarterly; some religious holidays were not present on the list. Silberstein would approach Provost Cauce to request this.

Other activities were suggested as follows:
- Continuation of efforts to develop mentor memos
- Continuation of putting emphasis on mentoring within Faculty and Professional staff
- Identification of issues impacting the Research Faculty
- Educational Campaign regarding the 40th Anniversary of Title 9
- Monitoring childcare access for faculty

Also discussed: Potential collaboration with the UW Title 9 Coordinator to celebrate the 40th anniversary of Title IX, as there will be a series of events taking place to broaden the awareness of the impact of Title IX beyond sports. Lastly, there had been discussion to develop spaces in new building developments after the purchase of the UW Tower to support childcare activities. Also, spaces could be developed to provide lactation or babysitting areas, without additional liability, and it was noted that such a space exists within the Law Building. It is unsure whether this is being enacted, and FCWA could follow up to monitor progress.

7) Adjournment
Meeting was adjourned at 2:02 p.m. by Chair Olmstead.

Minutes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu

Present: Faculty: Olmstead (Chair), Silberstein, Mescher, Iarocci
President’s Designee: Neff
Ex-Officio Reps: Raftus, Coney
Guests: Basu

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

1 Class C Bulletin No. 487