University Of Washington  
Faculty Council on Women in Academia  
12:30 a.m. – 2:00 p.m., May 13, 2013  
116 Cunningham

Meeting Synopsis:

1. Call to Order  
2. Review of Minutes from March 11th and April 8th  
3. Childcare Update  
4. Lecturer Update  
5. Academic Human Resources Update  
6. Faculty Matters Memos Update  
7. Council Membership and Leadership for 2013-14  
8. Adjourn

1) Call to Order  
The meeting was called to order by Chair Olmstead at 12:30 p.m.

2) Review of Minutes from March 11th and April 8th  
Minutes from the March 11th and April 8th meetings were approved as written.

3) Childcare Update  
Olmstead provided a background on recent developments to improve onsite childcare services at UW. Olmstead and Mescher both met with Tori Law where they discussed the possibility of childcare workers unionizing in order to improve wages and working conditions. There are currently 160 employees that work at UW Harborview, Bradford and Laurel childcare sites. UW subsidizes the programs by paying rent for the childcare centers allowing Haggard-Nelson, the company that runs the programs, to only pay for operational costs. The main concern is that money saved as a result of the subsidies is not going back to employee salary, but instead going towards net profits. Employees are now looking to FCWA to draft a letter that states FCWA is concerned about the quality and quantity of childcare, supports activities that improve childcare on campus, and is willing to create a conversation within the university about how to achieve those goals.

Mescher spoke about her presentation to the Faculty Council on University Facilities and Services (FCUFS) that compared childcare services at the UW to other peer institutions, including:

- University of Michigan  
- Ohio State  
- UCLA  
- University of Wisconsin  
- Stanford

The metric chosen to make a comparative analysis is the number of spaces for children per 1,000 families (number of child care positions divided by the total number of students, then multiplied by 1,000). The findings are summarized below:

- University of Washington – 4
- University of Michigan – 14
- Ohio State – 10
- UCLA – 15
- University of Wisconsin – 13
- Stanford – 61 (private university)

Other metrics for comparison include waitlist time, tuition (and whether tuition is on a sliding scale based on income), and accreditation. By all comparisons UW falls way behind which is a large concern since UW is also competing against these institutions. In terms of comparison, Wisconsin is a good institution to compare with the UW since it is similar in size.

Neff explained that from her research she found lots of information from institutions’ website regarding childcare on campus. Discussion ensued. It was mentioned that Stanford was ranked 1st in Working Mothers “Best Place to Work”. One concern that was raised was access to summer camps on campus which is increasingly difficult because the camps are open to the public.

A point was raised that in order to see significant progress the administration must take this issue seriously. From researching other institutions, improvements to onsite childcare services were finally made only when leaders at the top levels of administration became involved. Mescher remarked that on the engineering side of campus there is a potential for new multi-use facility that could include a childcare facility. The council discussed who to recommend for FCUFS membership that would push for this childcare center.

When serving student populations the UW has to subsidize the service. Discussion ensued about other institutions that provide childcare services. Nobody made a profit off these models so it would be interesting to hear what Stanford has to say. One idea was raised to send out a survey that would demonstrate the need for childcare services on campus. It was mentioned than article in the New York Times indicated that the biggest predictor for success in life is a child’s pre-kindergarten experience (http://opinionator.blogs.nytimes.com/2013/04/27/no-rich-child-left-behind/).

Olmstead asked what FCWA can do that makes the biggest impact to ensure things are moving in the right direction. There are different ways to bring things to the forefront. For example, FCWA could conduct further research and write an article about the need for onsite childcare. Or FCWA could have a discussion with the Provost, speak with college chairs, and survey faculty. The faculty as a whole, with knowledge of the discrepancies between the UW and peer institutions, could put pressure on the administration to make changes. Discussion ensued about who in leadership would be interested in backing this initiative. Olmstead suggested that FCWA should present a report to the Provost and put it on the senate agenda for next year. Mescher agreed to put the report together.

Olmstead asked if FCWA should address the issue of unionized childcare workers. For example, FCWA could draft a letter stating that UW should support the exploration of a union and explain that FCWA is concerned with the availability and quality of childcare. Jennerich asked if FCWA represents all women, or just women in academia. UW subsidizes these employees and anything that UW subsidizes creates certain standards for workers. FCWA should be able to demonstrate that those employees are providing services to faculty. Fisher stated that it is in FCWA’s purview to address the childcare issue and bring it to everyone’s attention. But it also belongs to others who should take action as well. One suggestion is that the university could take over onsite childcare services and run its own programs. It would be important to be self-sustainable but the UW should be able to break-even.
Olmstead explained that this is a good idea in the long run, but it is a big leap to do it now. Mescher stated that there is a desire for workers to unionize in response to salaries and conditions. She does not like the current child-to-adult ratios. Also, since the company is not paying rental fees and the ratio is steadily increasing, it is easy to see that they only want to maximize profits and have no motivation to change. It was agreed that FCWA should write a letter of support but avoid the issue of unionizing childcare workers.

4) Lecturer Update
Olmstead reported that the lecturer survey is continuing to make an impact. The Provost launched committees at all UW campuses to look at the issue. Olmstead provided a background of the lecturer issue. The Bothell campus is further ahead to having the majority of contingent faculty switching over. Tacoma is making some effort but there are faculty members that would not be rehired unless they are hired on a competitive basis. Right now this survey is doing a good job at bringing the issue to the front and center of the Provost’s agenda.

The survey also brought to the attention the issue of women with tenure in the business school. Currently, the number of women in the business school is well below the national average, and when compared to the number of women graduating with PhD’s in last few years, the number is significantly low. Olmstead mentioned that the Provost will be meeting with the Dean of business school to discuss this issue.

5) Academic Human Resources Update
Olmstead provided a brief update on academic human resources. She planned to meet with the chair of the Faculty Council on Multicultural Affairs, Angela Ginorio, but has not heard back yet.

6) Faculty Matters Memos Update
Olmstead reported that three memos are ready to go public. The question now is where to post the reports. Discussion ensued. Suggestions included posting them on the websites for the council, senate, Provost’s office and/or other UW webpages. A question was raised asking where faculty members get this type of information. Discussion ensued. The secretary of the faculty might provide information for new faculty members, or perhaps someone in academic human resources. Fisher explained that people only look for information when they need to get access to it. If people don’t know about a website, they won’t use it.

Olmstead asked if FCWA had any other ideas for memos. One suggestion was a memo on childcare issues.

7) Council Membership and Leadership for 2013-14
Olmstead asked the council to discuss membership/leadership changes for the next academic year. Olmstead stated that if any member wishes to chair FCWA she is happy to step down. She provided a brief background of the role of the position and her past experiences. Discussion ensued regarding Susan Neff’s retirement and who would likely replace her on the council.
Olmstead announced that the last meeting will be held on June 10th during finals week. Her goal for the meeting is to follow up on childcare research and figure out where to post the Faculty Matters memo. Olmstead also wanted to discuss items that FCWA will be addressing next academic year.

8) Adjourn
The meeting was adjourned by Chair Olmstead at 2:00 p.m.

Minutes by Grayson Court, Faculty Council Support Analyst. gcourt@uw.edu

Present: Faculty: Olmstead (Chair), L. Evans, Fialkow, Mescher, Anzai (via cell phone), Fisher
President’s Designee: Neff
Ex-Officio Reps: Jennerich,
Guests: Basu

Absent: Faculty: Cooke, Iarocci, Lazzari
Ex-Officio Reps: D. Evans, Hanson