Meeting Synopsis:

1. Call to Order
2. Review of the Minutes from May 13th
3. Introduction of the New GPSS Ex Officio Member
4. Faculty Matters Memos
5. Next Presidential Designee
6. Childcare Issues
7. New Meeting Location
8. Recognition of Susan Neff
9. Adjourn

1) Call to Order
The meeting was called to order by acting Chair Mescher at 12:35 p.m.

2) Review of the Minutes from May 13th
Minutes from the May 13th meeting where not approved due to lack of quorum. The minutes will be approved at a later time via an email ballot.

3) Introduction of the New GPSS Ex Officio Member
The council introduced Alison Mehravari who will be the new GPSS ex office member next year.

4) Faculty Matters Memos
There are new memos that have been recently posted as well as old postings that still need revisions. There are some additional memos in the works including the topics of subject librarians, copywriting, and scholarly communication. There will be efforts to complete these memos over the summer and the goal is to have them completed and distributed by the fall quarter. There is a timeliness issue and FCWA needs to get these distributed as soon as possible. A question was raised if the memos are available to the public or if faculty members need to log in with their UW NetID. For graduate memos, the current process is to login. It was clarified that faculty matters memos are meant to parallel the “mentor memos” which are available to graduate students.

Starting a New Business
The memo on faculty members starting a business has good content but needs additional revision. The best policy on starting a business is “don’t do it” unless a faculty member is a full professor. Since UW invests so much in commercialization starting a business would only duplicate efforts. If a faculty member does start a business early on, it is important that the business is connected to their work in order to count towards promotion and tenure. If a faculty member is considering starting a business before gaining full professorship the memo can provide some tips. However, this varies depending on their discipline. For example, in engineering it does not work well for assistant professors. The concern is that starting a business may be incompatible with a professor’s responsibilities at UW.
Flexibility Policies
Revisions to the memo on flexibility policies should adopt an advisory tone rather than just providing a synopsis. There have been some recent articles on flexibility policies which will be very useful to add. One article from UC Davis spoke on the lack of awareness while an article from the Washington Post addresses the tough balancing act for women in academia.

The UW is far behind in flexibility polices. It is important that faculty take advantage of these opportunities but there is a culture that faculty avoid using these policies. This information is available but not very accessible, and it seems to be up to individual to research it themselves. Additionally, the lack of awareness of these policies is partly a result of nobody at UW championing this issue to ensure information is widely available. Libby Saunder at UW-Tacoma has been working with a book club that addressed this same issue. She was able to create discussion on flexibility polices by getting the administration involved in reading and discussing books with faculty. By having an article or book for both sides to read allows both parties to come together and develop discussions on important issues. Saunder has agreed to write a memo on this issue.

Faculty/Student Relationships
A question was raised asking if a memo on faculty/student relationships was being drafted. FCWA recommended that a task force be created to look into the matter. FCWA suggested drafting language in the faculty code modeled after language found at Washington State, University of Michigan and Ohio State. While the Provost initially asked FCWA to lead this effort, the council decided this is a larger issue that affects the entire campus. It is possible the Provost may have put out a call for people to join the task force. Court will follow up with Olmstead for an update.

If a memo was drafted it would have to be advisory in nature and written by someone who is passionate enough to write about this topic. It is possible that several individuals could draft the memo including Amanda Pay (UW’s Title Nine Officer), Marcia Killien (Secretary of the Faculty), the new ombuds, academic human resources, or Susan Neff. It was mentioned that retirees are an untapped resource and are looking for ways to be engaged with these types of issues.

Faculty Service
A memo on faculty service might compliment Olmstead’s memo on preparing for promotion to full professorship. The memo states that an assistant professor’s service responsibility should be minimal. It would be best that the memo be drafted by an associate professor about to obtain full professorship, or a full professor who just received promotion. If will be useful for the individual to write this a memo because it can refer back to their own tenure track experience and explain what should happen when service requirements change.

This is especially important in the medical school since there is such a high expectation for service. Discussion ensued. Service is different at the medical school compared to upper campus since there are different expectations between clinician-educators and clinician-scientists. It is possible that different memos could be drafted for different categories of service. These differences are good to address and will also help upper campus understand the problems and issues the medical school experiences. There is a possibility that a document already exists for the medical school which could be revised for a broader audience.

The memos should encourage junior faculty to be smart about choosing additional work and ensure it goes towards their tenure and promotion. It was noted that women and minorities have a tendency to
succumb and agree to more work early in their career. Examples of service in upper campus include committee work and developing new courses. Additionally, faculty members can conduct service in the community through their department, college, UW and beyond. While there has been attention to balancing demands between work and personal life, it is also important to address issues with overcommitting to projects and not getting promoted as a result.

5) Next Presidential Designee
FCWA discussed who will replace Susan Neff as the next presidential designee. Potential candidates could include the new ombud, a representative from academic human resources, or the equal opportunity officer. The ombud position has a particular perspective which can help with what FCWA is trying accomplish as a council.

6) Childcare Issues
Mescher provided an update on FCWA’s study of on-campus childcare availability. Mescher presented on her preliminary findings to the Faculty Council on University Facilities and Services (FCUFS) and noted that she will be a member with that council next year.

Mescher stated that she would like to expand the benchmark study to be more comprehensive. She received a long list of peer institutions to review and needs to collect more data about on-site childcare services across the nation. In her initial study Mescher reviewed information from websites at other intuitions and interviewed directors to confirm and/or supplement the information she already collected.

A question was raised asking why there is a need to expand the study beyond the institutions that FCWA already interviewed. FCWA has already invested time to conduct this initial study and there was concern that additional work would be burdensome. There is a benchmark study, but in order to be more influential FCWA needs to conduct a more comprehensive assessment and identify best practices across the US.

If this study is to expand it needs to cover several categories including institutions with medical schools, peer institutions and universities within the Pacific Northwest. The study would also have to consider whether institutions are located in urban areas. For example, UW is very constrained with limited space to expand so the assessment should study institutions facing similar real estate constraints. Mescher noted that when presenting her findings with just a small sample people were stunned about the disparity between UW and peer institutions. By enlarging the pool the study would further emphasize how far behind UW is compared to other universities in the US. The goal is to use the data when making the argument to increase childcare services on campus. It was suggested that FCWA make the case directly to the Provost and address what can be done at UW.

At one point there were discussions about creating a childcare facility within the new Husky Stadium. It was under consideration for some time but was eliminated, similar to what happened with the new student housing facilities.

It would be very useful to get data about the impact childcare availability has on faculty recruitment and retention. For example, in the College of Engineering there is increasing awareness of the importance of childcare availability and there are efforts to ensure incoming faculty members have a childcare slot. Access to childcare should not have to be the deciding factor for faculty members because there are so many other issues that influence their decisions; the question of childcare should already be answered.
It is good that FCUFS is interested in this study. However, based on past experiences it is difficult for other councils to take the initiative on these sorts of issues. If this study expands to be a more comprehensive assessment of childcare availability if will be important to get feedback from FCUFS on what questions to ask.

7) New Meeting Location
A possible meeting location for next year is 36 Gerberding. The room provides a conference phone which will be useful for members who are not able to physically attend meetings and ensure FCWA meets quorum.

8) Recognition of Susan Neff
FCWA wants to thank Susan Neff for her time and service on the council. Neff briefly spoke about the role and responsibilities of her position as ombud. The new ombud will be announced shortly. The two final candidates are from off-campus; one is from Georgia State and the other is from King County. There will be a steep learning curb and Neff encouraged everyone to assist with the learning process.

Discussion ensued about Neff serving on FCWA as a representative from UWRA. There is a possibility that she could stay on the council and she would be comfortable serving alongside the new ombud if necessary.

9) Adjourn
The meeting was adjourned by acting Chair Mescher at 2:00 p.m.

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

Present: Faculty: L. Evans, Iarocci, Fialkow, Mescher (acting Chair), Anzai
President’s Designee: Neff
Ex-Officio Reps: Jennerich
Guests: Alison Mehravari

Absent: Faculty: Olmstead (Chair), Cooke, Fisher, Lazzari
Ex-Officio Reps: D. Evans, Janson