Chair Sandra Silberstein called the meeting to order at 3:40 p.m.

**General Discussion:**

Because of difficulties related to the scheduling of this meeting, no formal agenda was distributed.

The chair brought up scheduling of meetings, membership, and the Council’s charge. She will be in touch with Alicia Palacio to find times that work for more of the membership for the November and December meetings. The Council roster still lacks *ex officio* members from ALUW, ASUW, GPSS and Retired Faculty (recruitment efforts continue from within the office of Shared Governance). Council discussion later in the meeting included the idea of recruiting at least one male faculty member in addition to those on the roster. We noted that the charge to Faculty Councils is primarily to address *faculty* issues (though these, of course, can have broader implications). The charge of the President’s Advisory Committee on Women (PACW) is more broadly defined to include all women within the University community.

The chair hopes to see the Council define measurable benchmarks for the university in the coming year, and asked the members present to consider what those might be.

**Possible agenda items for the year:**


- Issues of real institutional change to improve the climate for women and to more fully take advantage of the unique contribution of women – as opposed to finding ways to make it easier for women to fit into the ambient culture.

- PACW has forwarded to the Council the issue of placing women in Acting Assistant Professor positions in the Medical School – which led to a discussion of the use of “acting” positions across campus. Sandra will check with the women in pediatrics group to be sure that this is perceived as a gendered designation. Uses of the designation outside those prescribed by the Code are more appropriately addressed by the Faculty Council on Faculty Affairs.

- Why and how women seem to gravitate to clinician/educator positions in the Medical School rather than physician/scientists roles more commonly filled by men.

- How to effectively document climate at the UW for faculty women. Surveys don’t tell it all; many women are disillusioned with the process and don’t participate, or don’t feel safe about answering surveys honestly. Other drawbacks include currents that can’t be measured, but nevertheless need to be addressed. One...
possible additional technique of collecting and disseminating data is through the use of narratives by faculty women on campus who tell about their experiences as career academics – although narratives are often dismissed as being unique to one individual.

- Mentoring of faculty women.
- Childcare and elder care issues.
- How to incorporate 30 years of gender research into effective policy that addresses the climate for faculty women on this campus.

Individuals who may be invited to future meetings:
- The women in pediatrics group sponsoring the institutional change symposium
- Randy Shapiro (Work/life issues in general; child care in particular)
- Kate Quinn (Past and present PACW issues under consideration)

The meeting was adjourned at 5:05 p.m.  *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, slfolk@u.washington.edu*

**Present:** Faculty Members: Soo Borson, Michelle Habell-Pallan, Sandra Silberstein, LuAnne Thompson
President’s Designee: Sutapa Basu
Ex-officio Members:

**Absent:** Faculty Members: Selva Tekkok (excused), Marjorie Olmstead (excused), Beatrice Gandara, Margaret Heitkemper, Janet Primomo
Ex-officio Members: Suzanne St. Peter