Meeting Synopsis:

1. Welcome and introduction

2. First reports on the survey of non-ladder faculty (NLF) conducted in June

3. Brainstorming on ideas FCWA can follow up on for improving mentoring on campus

4. Issues for the year

5. Approval of minutes

Call to Order

The meeting was called to order at 12:35 p.m.

Welcome and Introduction

Sandra Silberstein welcomed all to the first meeting of FCWA for the 2010-11 academic year. She explained the goal of the council to do work that doesn’t involve reinventing of the wheel every year, and how it came to work on benchmark research. In the past, this research has included the career cycle of female faculty members, and issues related to non-ladder faculty (NLF), a significant number of whom are women. A number of lecturers came to help develop a survey on the latter topic. Also, the career cycle survey discovered a strong demand for more mentoring, and then-Provost Wise supported the idea of developing a program. That, and studying the results of the NLF survey and publishing them, will constitute major projects of the council this year.

Non-Ladder Faculty Survey Results

Marjorie Olmstead presented the preliminary NLF survey results and explained that all non-ladder faculty had had the first three weeks of June to reply. There was a very good response rate for an e-mailed survey: 30% overall and 45% of full-time lecturers. She noted that across genders and campuses the response was good.

Olmstead summarized overall impressions, and presented raw statistical data on the entire sample. She presented data as sorted by group (arts, humanities and social science; natural science and engineering; allied health and school of medicine; professional schools and colleges) and gender with relative degrees of significance. In total, there were not many differences with regard to gender that cut across multiple
groups. A major theme that stands out is the lack of information people have on topics such as the source of their salary funds, full time teaching loads, and flexible policy issues. Another theme is the uncertainty that comes with being hired quarter to quarter. It was noted that non-ladder faculty feel particularly vulnerable with budget changes impending, and many are scared to speak up. In some cases, lecturers are here for years but without job security or a known place on any priority list, and they may not know what steps they need to go through for a promotion.

The council was asked to read through the qualitative comment data collected by the survey and look for these and other themes that come up, with an eye especially to issues that aren’t related to budget cuts and other university monetary difficulties.

**Improving Mentoring on Campus**

For the benefit of new members and to refresh memories, Silberstein gave a presentation from spring 2010 about campus faculty mentoring programs. Key questions that must be decided include who oversees the program, and what will the cost be in time and/or money.

The council had a brief discussion on the matter. The histories of two mentoring programs on campus, for graduate students in science and technology, and for professional staff, were brought up. Council members spoke of the importance of establishing good support, a structure, frequency, and goals for a program. Points were also made that with social networking and other new ways of connecting, thought could go into the implementation of a program that is conducive to people and their schedules. It was suggested that the council hear from a person who has worked with mentoring programs on campus.

**Other Issues/Observations**

With Sutapa Basu, Director of the Women’s Center, noting that 100 years after women gained the right to vote, FCWA was still working on women’s issues in a historic building where suffrage was debated, the council brought up some other issues that might be addressed:

- It was noted that the tenure-track starter package is very expensive compared to beefing up a non-ladder faculty member to a five-year contract. Why then, is such a disparity maintained between the two faculty types?
- Professional staff members can be fired with 30 days notice, and there is a sense that in tough economic times, they are the first to go. This affects faculty as well. Right now there is a strong camaraderie between staff and faculty in facing the problems of the economy.
- Job security: many women faculty come to the university, mostly as lecturers, and don’t have a safety net for professional and personal concerns.
- Women students in a profession lacking leading female figures. For example, architecture; the classes are over 50% female, but this doesn’t translate professionally, and there are only 2 full professors who are women on a faculty of 35-40.
- The culture of academia and many current professions no longer fitting today’s culture, especially regarding gender roles and work/life balance.
• Child care and elder care, which comes down to a resources issue. On-site childcare is tough to fund and there are still 1000 people on the waitlist. Although there are many tools for child care services, the core issue is affordability.

• The availability of feminine products in the bathrooms on campus. Whether condoms should also be available in the women’s bathroom was also briefly debated.

• The Green Dot program, promoting prevention of sexual harassment, domestic violence and rape (working with ASUW’s Women’s Action Commission)

Approval of Minutes

The minutes from the April 12 and May 10, 2010 meetings were approved without changes.

Adjournment

The meeting was adjourned at 2:00 p.m.