University Of Washington
Faculty Council on Women in Academia
12:30 p.m. – 2:00 p.m., October 15, 2012
116 Cunningham Hall

Meeting Synopsis:

1) Call to Order
2) Approval of Minutes from the April 9, May 7 and June 6 meetings
3) Introductions
4) Overview of last year’s FCWA activities
5) Projects continuing this year:
   a. Mentor memos
   b. Non-Ladder faculty
6) Faculty Senate effort towards improving faculty demographics
7) Discussion to generate other potential foci of effort for this year
8) Adjourn

1) Call to Order
The meeting was called to order by Council Chair Marjorie Olmstead at 12:33 p.m.

2) Approval of Minutes from the April 9, May 7 and June 6 meetings
Minutes from the April 9, May 7 and June 6 meetings were approved as written.

3) Introductions
Olmstead welcomed new members to the Council. She described the Council’s focus to be on gender equality across the campus, not solely within faculty. Introductions followed.

4) Overview of last year’s FCWA activities
Three major surveys were completed by FCWA over the last few years: of UW Faculty Careers and Workload\(^1\) and Baseline Report for the FCWA Career Cycle of Female Faculty Project, \(^2\) and the Non-Ladder Faculty Survey.\(^3\) Reports from these surveys have had impact, and are available online. FCWA has met with Provosts, who have taken action following these reports. Additionally, the Council raised awareness on issues of mentoring. Followup from the most recent report, on non-ladder faculty, will continue this year.

5) Projects continuing this year:
   a) Mentor memos
Olmstead gave an overview of the “Mentor Memos” initiative by FCWA, characterizing these as one to two page memos on subjects not in the faculty handbook, but were “essential to survive.” Two rough drafts have been uploaded to the Go Post website. Council members were requested to suggest subjects and identify individuals to draft memos. Guidelines for writing these memos are on the Go Post site, and the new members were recommended to visit the Graduate Schools’ Mentor Memos website.

   b) Non-Ladder faculty survey
The Non-Ladder faculty was released roughly one year ago and a few items remain requiring follow up.

6) Faculty Senate effort towards improving faculty demographics
Jim Gregory, Chair of the Faculty Senate, has prioritized improving faculty demographics and would like FCWA’s advice on how to improve these demographics. At the last Senate Executive Committee meeting, the assistant and associate professor ranks were noted to have higher percentages of women than the full professor rank. Questions were raised whether the high amounts of women hired at the earlier ranks have not yet had the time to gain full professorship, leaving for other schools by the time they are offered tenure, or not being promoted.

Comments and approaches to measure this were then suggested. Within Medicine, faculty may leave for private practice or industry due to the work-life balance, especially after having children. Demographics could be compared between University of Washington and peer institutions to understand trends within higher education. Emphasis was placed on the value of exit interviews, which could reveal reasons why faculty leave, and whether issues exist with individuals or workloads in academic units.

Council members stressed the need for centralized data on faculty, and a body to sustainably gather and make these statistics available. It was suggested that FCWA work with FCMA to develop a list of what indicators should be tracked across campus. Past efforts such as the Leadership, Community and Values Initiative have surveyed the work environment on campus, however this activity has ceased. The council briefly discussed benefits of these numbers, such as towards accreditations for departments.

Concern was expressed on the Undergraduate Online Completion degree, should courses be taught by adjuncts who are disproportionately women. Members considered benefits of accessibility for students, flexibility for faculty teaching these courses, and impacts of having a less expensive social science course.

7) Discussion to generate other potential foci of effort for this year
Olminstead requested to know what other members would like to address in addition to the current activities.

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4 Available here: https://catalyst.uw.edu/gopost/board/olmstd/28403/
5 Available here: http://www.grad.washington.edu/mentoring/memos/
1) Faculty demographics and statistics compilation
2) Retention of women, and women in health sciences (pay scales and time commitment)
3) Length of time to transition from associate to full professor, and potential factors impacting this such as: travel, balance between research, instruction and service
4) Re-evaluation of the Career Cycle of Female Faculty
5) Childcare: demand for additional space, potential revenue from such centers, safety within a center adjacent to construction, and impacts on work due to lack of childcare
6) Work-life balance issues
7) Potential impacts decreased retirement rates and succession planning
8) Drafting questions or perspectives to be included in searches for leadership roles (Deans, etc.), similar to the “Faculty Toolkit,” and request that they be used by firms seeking candidates for UW
9) Crime and perceptions of safety on all three campuses
10) Concern for non-ladder faculty
11) Writing of Mentor Memos
12) Broad mentoring initiatives

This list was too big to accomplish within this year. Some issues were suggested to go together: Retention issues of women in health sciences, movement in rank and career cycles for women. The question was raised if faculty work-life issues are different than general work-life issues. Council members discussed different perspectives of work-life.

Olmstead requested suggestions for invited presentations which would be pertinent to the group. Susan Neff offered to research services offered by UW CareLink in regards to work-life. Several years ago, women in UW Pediatrics reported on their attempts to address work-life balance, they could be invited to provide an update and present strategies to FCWA. It was suggested for members to review past FCWA reports. One issue raised in those reports that could be followed up on is increasing awareness of flexible policies (professional leave, medical leave, etc.) and reducing negative impacts of taking advantage of them.

8) Adjourn
Meeting was adjourned at 1:56 p.m. by Chair Olmstead.

Minutes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu
Present: Faculty: Olmstead (Chair), Fialkow, Cooke, Evans, Iarocci
President’s Designee: Neff
Ex-Officio Reps: Jennerich, Evans
Guests: Silberstein, Basu

Absent: Faculty: Mescher, Anzai, Fisher, Lazzari