The University of Washington  
Special Committee on Faculty Women

The Special Committee on Faculty Women met Thursday, **October 19, 2000** from 2:30 to 4:00 p.m. in 36 Gerberding. Chair Barbara Krieger-Brockett presided.

**PRESENT:** *Faculty* Dewitt, Fligner, Krieger-Brockett and Meucke. *Ex officio* Basu and Remick.

**ABSENT:** *Faculty* Frenkel, Kemp, Liu, Miller, Powell, Waaland, Wilke (excused). *Ex officio* *Redalje and *Sengupta.

Minutes from May 9, 2000 were approved as written.

**Introductions**
SCFW Chair Barbara Krieger-Brockett asked the committee members to introduce themselves and tell what department they came from. Both the Chair and Fligner recognized last year's de facto Chair Marilyn Roberts for the work she did on SCFW last year and in years past. They suggested that, since Roberts' term on SCFW had ended last year, she be invited to attend this year's meetings as a special guest. All members present felt this was a good idea and agreed that Roberts has been an invaluable member of SCFW for many years. The Recorder agreed to email Dr. Roberts to extend the committee's invitation.

The Chair declared that she would like to see the committee do something helpful this year and wants the SCFW agenda to come from the members and from faculty women. The committee agreed that they did not just want to educate themselves on faculty women's issues but wanted to take an active role in improving the state of women faculty on campus. Salary disparities between male and female faculty at the UW was number one on the committee's list of topics to address this year. One member submitted that she wants to know if she makes the same amount of money as her peers in the Medical School. She said that you cannot tell what Medical Faculty make because not all of their salaries are paid from state funds--what is the big secret with the pay scale?

Remick replied that the member should ask these questions at the departmental level. The council member responded that she wants access to this salary information without having to go through her Dean because she knows he will say "no"; she also addressed the issue of state versus non-state salary funds by noting that when new faculty are hired, the Chair doesn't say, "we can pay you x amount from state funds and y from clinical funds." Why then are faculty denied access to information regarding the non-state portion of their colleagues' salaries? The council member pointed out that this issue is part of the Dolphine Oda suit--Oda has asked that the Medical School disclose University of Washington Physicians' salaries so she can see what the salary disparities are among male and female faculty. The council member said she sees no reason why faculty throughout the University are not allowed to know what their peers salaries are and the only good reason she can see for keeping the figures secret is that there are indeed discrepancies that would be embarrassing for the University if they were revealed. The council member also wondered, when a prospective female employee wants to come to work at the UW and asks what faculty at her level make, what do you tell them?

Another member also wondered about the viability of the SCFW when other faculty women's groups exist, like the President's Action Committee on Women (PACW); she asked what SCFW's specific charge is. Remick replied that SCFW is here to advise the Faculty Council on Faculty
Affairs (FCFA) and the Faculty Senate. PACW advises President McCormick on issues for all UW women, not just faculty women. SCFW also has the power to affect the Faculty Code by drafting legislation and forwarding it to the Faculty Senate via the FCFA. The Chair added that SCFW has been instrumental in advancing the cause of faculty women at the UW. In 1995, SCFW helped stop the tenure clock for faculty women who were on maternity leave. The Chair noted that there are many other areas where SCFW could be effective and she urged all council members to bring these ideas forth.

Remick said she has been on SCFW for many years (SCFW was created in 1970) and has witnessed years when the committee was very successful in advancing faculty women's rights on campus. She noted that the committee was most successful when the issues were of interest to the council members and were not just issues SCFW had taken up because they felt obligated to do so. Remick also noted that, because most SCFW members come from Health Sciences, there must be concerns in the Medical School that need to be addressed.

The Chair suggested that SCFW do a Uwired, Catalyst survey to solicit agenda items from all women faculty. She also imparted that this might be a good way to solicit more committee members; she does not want to see another inactive year for SCFW because that might spell the end of the committee. Remick asked the committee members from Health Sciences what problems they would like to tackle regarding the Medical School. Basu replied that the salary issue is always a good one to focus on as is the question of working environment; she has spoken to several women faculty in Health Sciences who feel isolated and maltreated by their male colleagues. The Chair commented that she recently read an article in *The Chronicle of Higher Education* about how bright women graduates were not coming to major research universities like the UW because of salary and work environment issues; she added that SCFW has the opportunity to communicate with President McCormick about matters such as this.

Fligner suggested that SCFW establish relationships with other women's committees such as WISE, PACW, and the subcommittee of PACW for women of color. Basu remarked that she sees the problem that having too many women's committees creates—it leads to a dilution of some committees like SCFW. DeWitt agreed that SCFW should meet with representatives of other UW women's committees to find out what is on their agendas; she also stated that there should be a link to a women's issues page on the UW home page so that all women on campus have a centralized source for information. Basu noted that the UW does have a women's home page, though it is not linked to the UW home page. Several council members commented that there is no linkage between SCFW and PACW and that the committee needs to find out who is on PACW so the two groups can interact.

One member observed that studies have shown that women faculty are asked to do more than their share of "out of hours" work (e.g., committees) than their male colleagues. These committees often carry no power and have little or no resources; The council member said she sees a real issue here, especially with regard to junior women faculty members. One member observed that historical data are useful to build a case for higher women faculty salaries. She added that people want data that are personally relevant to them and their work: they are not interested in general faculty surveys that don't mean anything to them personally. The Chair agreed that the information would be valuable but asked what the SCFW would do with it once they had it. Another member remarked that she is not so much concerned with what to do with the information but that the information is not available. One council member agreed that salary discrepancies between male and female faculty is an issue she would like to see addressed as well and that one thing the committee should do with the data is make it available to all women faculty on campus and to publish it in as many places as they could.
DeWitt stressed the importance of centralizing information on women faculty; there needs to be a central resource for new women faculty, for junior faculty mentoring and for other issues that affect faculty women. Faculty women councils across the university should pool their resources in order to reach the largest number of people. The Chair asked, what if women faculty agreed to give $1 of their salary to create and maintain a faculty women's web site? She also noted that Secretary of the Faculty Lea Vaughn wants to support this committee in any way she can, so perhaps the Faculty Senate Office could allocate some funds for this type of project.

The meeting adjourned at 3:00 p.m. Minutes by Todd Reid, Recorder.