Meeting Synopsis:

1. Call to order
2. Introductions
3. Council orientation
4. Review of the minutes from June 2\textsuperscript{nd}, 2017
5. FCWA representative on parental leave ad hoc committee
6. Faculty 2050 – strengths and challenges
7. Good of the order
8. Adjourn

1) Call to order

Paladin called the meeting to order at 11:00 a.m.

2) Introductions

Members introduced themselves as it was the first meeting of the academic year.

3) Council orientation

The council support analyst gave an orientation to the council on its function within the Faculty Senate and the wider university using a PowerPoint (Exhibit 1).

4) Review of the minutes from June 2\textsuperscript{nd}, 2017

The minutes from June 2\textsuperscript{nd}, 2017 were approved as written. A description of the items included in the record was given as a background for new members.

5) FCWA representative on parental leave ad hoc committee

Bergman noted she would act as the council’s representative to the Faculty Council on Benefits and Retirement (FCBR) parental leave ad hoc subcommittee currently involved in revising parental leave policy for faculty at the UW.

6) Faculty 2050 – strengths and challenges
Paladin explained the President, Provost, and faculty senate leadership are interested in evaluating trends and forces shaping the UW faculty of the year 2050 as a new initiative and have asked FCWA to weigh in on the topic.

She clarified that the UW faculty of 2050 are currently being hired and will be in following decades, and a central question of the initiative relating to that fact is: what issues currently facing UW faculty should not be faced by future faculty? She explained the initiative is a mechanism to prioritize issues and engage in future planning, and FCWA is meant to view the initiative through the lens of issues related to women in academia. A separate document was created to track members’ input relating to the topic (Exhibit 2).

Relating to the discussion, it was suggested that a Class C resolution be developed by the FCWA requesting that UW departments consider various factors when making promotion & tenure decisions (e.g. “predictors” of success during tenure and promotion processes or in granting raises, illuminating bias related to promotion of women and/or minorities, etc.)

7) Good of the order

    Goals for the year

The FCWA 2017-2018 charge letter was reviewed by the council (Exhibit 3). There was extended discussion of the item “assess the current level of nursing stations on the UW Seattle campus and report findings to Faculty Senate leadership.” Members discussed methods to make progress on the item.

Following discussion, Angotti, Paladin, and the council support analyst were asked to try to locate max building occupancies of as many buildings as possible on the UW Seattle campus. Angotti offered to gather and present that data within interactive data visualization tool, Tableau. The idea was to gather data that could be used to cross-reference areas of campus with the highest human density with locations of known nursing stations to identify gaps. Umphress explained she would attempt to gather information on methods other U.S. higher education institutions are using to provide nursing stations to women on their campuses. Each member of the council was asked to do the same.

    Other items discussed in charge letter

Other items listed in the 2017-2018 FCWA charge letter were discussed and notes were taken in a separate document (Exhibit 4).

8) Adjourn

Paladin adjourned the meeting at 12:30 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst
Present:  
Faculty: Elizabeth Umphress, Angelisa Paladin (chair), Margo Bergman, Robin Angotti  
Ex-officio reps: Sally Pine, Jennifer Payne, Annie McGlynn-Wright  
President’s designee: Susan Camber  

Absent:  
Faculty: Sarah Prager, Mariam Moshiri, Michael Fialkow, Geethapriya Thamilarasu, Bonnie Duran, Whasun Chung, Tyler McCormick  
Ex-officio reps: N/A  

Exhibits  
Exhibit 1 – Orientation to University Faculty Councils.ppt  
Exhibit 2 – Faculty 2050 considerations.doc  
Exhibit 3 – fcwa_chargeletter_2017-18_draft  
Exhibit 4 – FCWA Goals for 2017-18.doc
Orientation to university faculty councils

JOEY BURGESS, UW FACULTY SENATE OFFICE
Welcome to the Faculty Senate

- Thaisa Way, Faculty Senate Chair
- George Sandison, Faculty Senate Vice Chair
- Zoe Barsness, Chair, Senate Committee on Planning and Budgeting
- Mike Townsend, Secretary of the Faculty
- JoAnn Taricani, Faculty Legislative Representative
- Nancy Bradshaw, Assistant to the Chair
- Jordan Smith, Assistant to the Secretary
- Joey Burgess, Council Support Analyst
Faculty councils

- Address issues of the faculty as a whole for the general welfare of the university
- Standing committees appointed by the Senate Executive Committee and confirmed by the Faculty Senate
- Advise both the provost and the Senate Executive Committee on issues of faculty and university concerns

Roles include:
- Prepare legislation and resolutions to the Senate Executive Committee
- Submit reports to the senate chair
- Receive and make recommendations on behalf of university faculty
- Request information/assistance and appoints ad hoc committees to address university concerns
- Receive reports from university administrators and provides recommendations/feedback
- Represent faculty through service on university-wide committees
Faculty councils and subcommittees

- Academic standards
  - Admissions and programs (SCAP)
  - Admissions and graduations (SCAG)
  - Honors
  - UW Curriculum Committee (UWCC)
- Benefits and retirement
  - Family Leave
- Faculty affairs
- Multicultural affairs
- Research
  - Classified/restricted research
- Student affairs

- Teaching and Learning
  - Best Practices in Online/Hybrid Teaching and Learning Environments
  - Cataloging Assessment and Improvement of Teaching & Learning Across Colleges
  - Teaching and Learning Effectiveness for Part-Time Lecturers
  - Diversity- and Equity-Informed Pedagogies
- Tri-campus Policy
  - Tri-campus Review
- University facilities and services
- University libraries
- Women in academia
Council membership

- Voting members of the university faculty (3-year terms)
  - Appointed by the Senate Executive Committee
- President’s designees (1-year terms)
  - Appointed by the president
- Ex officio members (1-year terms)
  - Associated Students of the University of Washington (ASUW)
  - Graduate and Professional Student Senate (GPSS)
  - Association of Librarians of the University of Washington (ALUW)
  - Professional Staff Organization (PSO)
Faculty council chairs

- Provide leadership of council activities and meetings
- Represent university faculty and their concerns to stakeholders across UW
- Work closely with Faculty Senate leadership to pass legislation/resolutions
- Work with other council chairs on issues that impact multiple stakeholder groups
- Serve as ex officio voting members of the Faculty Senate
Meetings

- Meetings last 1.5 hours
- Quorum is 50% of all voting members
- When quorum is met councils can take official actions (approve minutes/legislation/etc.)
- When quorum is not met councils can still meet, but not take official action on agenda items
- Please raise your hand if your name is: (you are a voting member)
Google drive

- Used to host council meeting materials and facilitate council collaboration
- No securities on folders, all are accessible via a hyperlink sent in meeting announcements
Senate legislative process – class A

- “All changes to the Faculty Code”
- Begins with a faculty council
- Approved by the Senate Executive Committee (1st round)
- Approved by the Senate (1st round)
- Reviewed by the code cops and the president
- Approved by the Senate Executive Committee (2nd round)
- Approved by the Senate (2nd round)
- Approved by a full faculty vote
- Approved by the president
Senate legislative process – class A

- Professor of Practice
- Updates to the Faculty Code
- Academic Freedom and Responsibility
- Modifying Procedures and Promotions
Senate legislative process – class B

- “Legislation that is not class A”
- Begins with a faculty council
- Approved by the Senate Executive Committee
- Approved by the Senate
- Approved by the president
- Legislation is sent to the full faculty for feedback
- If less than 5% of voting members object, the legislation is approved
- If 5% or more object, the legislation returns to the senate to consider feedback
Updates to Scholastic Regulations Chapters 101-117
Revisions of Scholastic Regulations to create a diversity graduation requirement for undergraduates.
Revisions related to Scholastic Regulations.
Procedures related to Honorary Degrees.
Senate legislative process – class C

- Senate resolutions, not legislation
- Begins with a faculty council
- Approved by the Senate Executive Committee
- Approved by the Faculty Senate
- Announced to the entire voting faculty
- Non-binding; therefore used sparingly to support specific policy actions or garner awareness on exceptional issues

Alternatives to Class C’s:
- Collaborating with other councils
- Consulting with Senate Leadership to find the most effective way to address the issue
Senate legislative process – class C

- Resolution Concerning Transgender Coverage
- Resolution Concerning University of Washington International & English Language Programs Extension Lecturers
- Resolution Addressing Faculty Demographic Concerns
- Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy
- Resolution Concerning the Provost Search Process
- Resolution Concerning the Faculty Fund for Library Excellence
Questions?
Faculty 2050 considerations – Faculty Council on Women in Academia (November 3rd, 2017)

- Equality
  - Need to look at statistics to evaluate “predictors” of success during tenure and promotion processes (or in granting raises) / evidence-based (data-driven) decision-making to illuminate bias related to promotion of women and/or minorities
  - Pay and benefits (raises, P&T)
  - Mandating/recommending extensions de-facto (during P&T process) for women who have gone on maternity leave
  - Few women in leadership positions (one female chair in SOM)
  - Women with undue burden to commit to “service” at UW Bothell
  - Fear or feeling of finite spaces in various fields where women/minorities can participate
  - Severe lack of health/wellness rooms (to be used by nursing mothers)
  - Assessing teaching as it relates to tenure and promotion, especially in using student evaluations to evaluate a candidate (bias against women instructors)
  - Different pathways for promotion (publications vs. teaching) / the need to capturing a promotion process with equality for different types of activities, leading to an easier path for women to be promoted/valued - different ways of impact leading to promotion
  - Mentoring of graduate students taken on disproportionately by women faculty in units with near-equal levels of men and women
  - Insufficient amount of gender-neutral restrooms at UW campuses
  - Lack of departmental/unit/central unit transparency (data, university events, finances, decision-making)
  - Faculty and staff work together rather than the sense of opposition (or sense of second-class citizens) / increased partnership between faculty, staff, and students
  - Diversity and equity numbers at the university that reflect society
  - Equality among units (and campuses) at the university
  - Transparency equity in how funds are allocated to different units
  - Lack of nursing stations on UW campuses. Recently found there are nursing stations in extremely old regions of Italy, in many buildings. “If they can do it, why can’t we.”
  - Mandatory sexual harassment trainings are not being taken. Monitoring, enforcing, and tracking participation seems to not be occurring. “Why is this not a priority?”
  - Is any diversity or women’s issues on the executive leadership’s strategic plan?
  - Add “gender/gender-nonconforming” and “race/ethnicity” as metrics in data analyses on behalf of schools and colleges.
  - Priorities without funding tend to lack credibility and implementability.
  - Mandate that each Faculty Council include issues of gender-inequality and
August 28, 2017

Angelisa Paladin
Chair, Faculty Council on Women in Academia

Dear Professor Paladin:

The Faculty Council on Women in Academia is charged with responsibility “for all matters of policy relating to the interests of women” (Faculty Code, Sec 42-47).

Our recommendation is that the council identify specific goals that can be accomplished by the end of the 2017-18 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Continue to assess the current level of nursing stations (aka. healthcare rooms) on the UW Seattle campus and report findings to Faculty Senate leadership.
- Consider facilitating a joint-effort between FCWA and FCUFS to build support for providing gender-neutral restrooms at UW Seattle.
- Monitor emerging data on women faculty hiring, tenure, and promotion.

After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate Website to communicate the important work you are doing on their behalf.

Sincerely,

Thaïsa Way
Chair, Faculty Senate
Professor, Landscape Architecture

/jmb
Goals for 2017-2018

Nursing stations

- Where are current stations (inventory)
- Define aspects of adequate stations
- New buildings must include a wellness room (this policy needs to be checked/confirmed)
- Define what is appropriate in number of stations / distance to stations (looking at how many people are in regions with/without nursing stations)
- Access to nursing stations (who can use them, locked doors, restrictions on use, ad hoc use, time restraints)
- Implement “PODs” in buildings/areas that cannot be retrofitted
- Other uses for wellness rooms (diabetics, other health needs)

Needs to reach goal

- A map of nursing stations (currently, some stations bar use to anyone outside unit and thus aren’t listed)
- Define what is fair and reasonable within a policy as far as appropriate levels of nursing stations (building occupancy, number in campus regions)
- Reach out to facilities and ask about occupancy of buildings

Gender-neutral restrooms

- Policy for new buildings