Meeting Synopsis:

1. Themes from the non-ladder faculty (NLF) survey comments
2. Mentoring (Suzanne Brainard, Executive Director of the Center for Workforce Development)
3. Approval of minutes

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

Ex Officio Voting
The council voted to request that the Senate Executive Committee extend voting rights to ex officio members.

Themes from the non-ladder faculty (NLF) survey comments
The council brought up themes found in the comments from the non-ladder faculty survey, including:

- Teaching support – including tech support, teaching assistants, and infrastructural support
- Total compensation – regarding all forms of compensation from working at UW, including salary and salary equity, merit based increases, awards and recognition, job security, benefits, rank, advancement opportunities, and career support
- Communication/transparency – regarding awareness of policies, decision making, and voting rights
- Work/life balance
- A diversity of the job titles and types of respondents
- True passion and love for teaching expressed by respondents
- Sustainability of the chaotic employment structure; lack of security and predictability

Olmstead said that they were looking to generate and circulate a report in the spring. In the meantime, the council will continue to analyze the comments and raw data, and look at disaggregating the data.

Mentoring
Olmstead introduced Suzanne Brainard, Executive Director of the Center for Workforce Development, with adjunct appointments in Human Centered Design and Women’s Studies, and an expert on mentoring. Brainard asked for a brief overview of what the council was looking for. Silberstein said that faculty of every rank reported in the earlier FCWA survey that they would like some mentoring, and FCWA has done preliminary investigation of models. They were invited by then-Provost Wise to prepare a proposal this year.
Brainard and the council had a discussion on important aspects of mentoring programs and ways to begin one on campus. Points made included:

- There is an often an assumption made that senior faculty already know how to mentor, which is not necessarily true
- Tracking people to assess impacts is very important in a mentoring program, and is a necessary component of qualifying for funding
- Formative evaluation is important to ensure constant feedback into a program
- Mentoring programs can include seminars and other events, and not just focus on one-on-one relationships
- Mentoring service should be supported and valued; this could come in the forms of inclusion on a faculty member’s service record and the creation of a mentoring award
- Program funding and organization are important for success
- The best route for funding a program may be through a grant from an agency like the National Science Foundation

One major point of discussion was the implementation of a mentoring program for all faculty, including ladder and non-ladder faculty, and the different issues faced by each group. It was noted that it may be easier to implement mentoring for ladder faculty, and that doing so could save the university money, as fewer assistant professors are lost. Non-ladder faculty are often in a vulnerable position, and it may be harder to fund and implement a program – but it also seems to be an area where mentoring is a bigger need. However, this is an area where group meetings, peer mentoring, and discussion prompts could be useful.

The council discussed their next steps. Silberstein reiterated that the goal is to have something to present to the provost and president this spring, and in the meantime to collect information and develop desired first steps and an understanding of resources available. Options include writing a grant proposal or getting university support and starting to build a program. The council also briefly discussed ways to communicate with the campus and build support for a program.

**Approval of Minutes**

The minutes from the October 11, 2010 meeting were approved without changes.

**Adjournment**

The meeting was adjourned at 2:08 p.m.

_Minutes by Craig Bosman_  
_Council Support Analyst_  
cbosman@uw.edu
Present:  Faculty: Silberstein, Olmstead, Mescher  
President's Designee: Shapiro  
Ex-Officio Reps: Small, Raftus, Barriga  
Guests: Basu, Suzanne Brainard  

Absent:  Faculty: Habell-Pallan, Ott, Baltan, Iarocci  
Ex-Officio Reps: Lealofi