The University of Washington
Special Committee on Faculty Women (SCFW)

The Special Committee on Faculty Women met at 1:30 p.m. on Friday, November 9, in 26 Gerberding Hall. Chair Barbara Krieger-Brockett presided.

PRESENT: Faculty Krieger-Brockett, Frenkel Ex officio Redalje, Remick, Waaland

Agenda
1. Approve agenda
2. Approve minutes of last meeting
3. Welcome
4. Potential issues to address this year
   a) Child care expansion
   b) Legislation on Lecturers and Senior Lecturers
   c) Improving the climate for women
   d) Resources to add to our Web page
5. New Business
   a) Response to budget cuts
   b) Appeal of Oda vs. UW
   c) Access to Web information
   d) Grievance and harassment issues

1. Approve agenda

It was moved and seconded to approve the agenda. Motion carried.

2. Approve minutes of last meeting

With the correction of two typographical errors, it was moved and seconded to approve the minutes as submitted. Motion carried.

3. Welcome from Chair

Chair Barbara Krieger-Brockett welcomed new and returning members to the Committee, and advised the group that she and Helen Remick have been appointed to President McCormick's Presidential Advisory Committee for Women (PACW). The difference between PACW and SCFW is that SCFW serves faculty women and is really the only committee that is focused on faculty women's concerns. "Because we're a small group we can benefit from partnering," said Krieger-Brockett. "It would be good to leverage our activities with PACW."

4. Potential issues to address this year

a) Child care expansion

Krieger-Brockett stated there is tremendous interest in childcare.

Helen Remick remarked "We have looked at childcare many times over the years," and gave some background on the issue. The University did two studies, one in 1988-89 (from an employment perspective).
and another in 1997-98 (from student sources - paid for by the GPSS) that resulted in improvements to UW childcare policy.

One result of the 1989 childcare study was a pool of money used to support community childcare centers. Instead of creating UW childcare centers, the University granted money to existing centers to increase the number of places available for children - in return, those places were promised to UW employees for some time afterward. The 1989 study also resulted in the creation of the Work/Life Office.

After the 1999 study, the decision was made to expand the Work/Life Office and to get better working arrangements between student and staff childcare. Randi Shapiro, director of the Work/Life Office, just announced she has received a $500,000 grant to fund student childcare as part of Financial Aid. The Work/Life Office has also expanded to include Elder Care, an extremely well-attended program that is also a women's issue in terms of care-giving.

Remick said there are now 275 slots for children in UW-run childcare centers, which is well within the norm for an institution the size of the UW. There are four centers, two that give priority to staff and two that give priority to students.

Krieger-Brockett added that the potential demand for childcare, however, is 6,000 to 10,000 slots depending upon ages. Some years there's a big demand for infant care, some years the emphasis is on older children.

Remick stated this is an issue that has been on the table for all the time she's been here, and should be kept on the table. With the leadership of PACW Chair Denise Denton and with years of precedent, Krieger-Brockett said, we could make some more headway. PACW has asked SCFW for a faculty woman's voice on the committee. Krieger-Brockett suggested that she and Lisa Frenkel would be good reps, and both are interested.

Terry Givens, who was at the PACW meeting, may speak to SCFW about other avenues of supporting childcare. In the present financial climate there may not be much institutional support, but there may be donors, partners, or other avenues of funding. "It's always a mosaic of efforts anyway," said Krieger-Brockett.

According to Randi Shapiro, Remick reported, infant care in Seattle now costs about $1100 per month. This makes it very difficult for students, employees, and younger faculty who are paying off huge loans. With budget cuts here and at King County, there could be a lack of subsidies for childcare that will put increased pressure on students and staff. Remick said getting donations is going to be a hard sell.

Krieger-Brockett said she hopes to interact strongly with PACW on the issue. Lisa Frenkel agreed to serve on the PACW childcare subcommittee.

b) Legislation on Lecturers and Senior Lecturers - statement of support or not

Krieger-Brockett noted that Faculty Council on Faculty Affairs has created a subcommittee to take up the issue of improving the contractual situation and general climate for Lecturers and Senior Lecturers. Among other things, the subcommittee (of which Krieger-Brockett is a member) proposed a third level of status for Lecturers. The subcommittee's proposal was vetted by the entire FCFA membership, who discussed it at length and thought the third level was a great idea.

This issue affects more women than men, said Krieger-Brockett, because proportionally more Lecturers are women. About nine out of ten Lecturers are paid less than assistant professors.
Remick commented that some Lecturers have Master's degrees. Some schools, like the School of Business, demand doctorates. Biology has a large number of Ph.D. Lecturers. Foreign Language Departments make extensive use of lecturers, who usually have Master's degrees and are native speakers. Both the School of Medicine and Nursing use Lecturers - the proportion of men and women varies by field. Lecturers can be employed part-time, on annual appointments, in a variety of ways. The 1981-83 budget crisis cut many Lecturers. With this year's budget uncertainties, the issues for Lecturers could change rapidly by June.

Krieger-Brockett speculated that, as budgets are cut, the University might use more Lecturers because they provide budgetary flexibility. People who are Lecturers want to be eligible for Distinguished Teaching awards, to be able to serve on the Faculty Senate and as Council chairs, and to have voting rights better defined. There are several dynamic individuals taking up this issue that proportionately affects women to a greater degree, in order to regularize these appointments and recognize the contribution Lecturers make to the University.

Remick cautioned that departments may eliminate Lecturers when there are budget cuts. Susanne Redalje observed that, in a downturn, departments cut where it's easiest to cut.

Krieger-Brockett noted the paradox that, nationwide, there is more demand for a university education - but with budget cuts also a nationwide phenomenon, there will be fewer opportunities for education. The issue of Lecturers, said Krieger-Brockett, is interesting, timely, and affects access for women. Remick agreed, commenting that the use of Lecturers avoids granting tenure.

Krieger-Brockett will send SCFW members the document produced by the FCFA Subcommittee on Lecturers for comment before the next SCFW meeting.

c) Improving the climate for women

Krieger-Brockett reported that SCFW can expand the climate studies for women, if that is wanted. Corinne Fligner wanted to see it be more accurate. Krieger-Brockett is meeting with Brad Holt and Mary Coney to see what direction that should take.

d) Other resources to add to our Web page

There are several Web pages that provide valuable information for women, but some of these pages may need to be updated. Helen Remick mentioned the pages that can be accessed from www.washington.edu/admin/eoo and the leave policies that can be accessed from www.washington.edu/admin.acadpers as likely candidates for review and possible updating.

Krieger-Brockett commented that she is glad the SCFW Web page is as complete as it is, especially the inclusion of mentor information. Remick asked whether some of the mentor information might need to be updated.

5. New Business

a) Response to budget cuts

Krieger-Brockett reported that the PACW members believe that, in times of budget cuts, we ought to support "holding the line" on gains made by women faculty. All too often, budget cuts mean women and minorities are the first to go.
Remick suggested that, since SCFW is advisory to the Faculty Council on Faculty Affairs, we work through FCFA's seat on the Budget Committee to raise awareness that budget cuts disproportionately affect women and minorities. SCFW needs to be involved to make sure the Budget Committee has this as a priority.

Krieger-Brockett suggested a Class C Resolution as the most effective way to make SCFW's position known to the Budget Committee; she recommended that a resolution be drafted for the February SEC meeting. Susanne Redalje observed that February was probably too late for SCFW to make its views known and wondered if there's something that could be done sooner. Krieger-Brockett volunteered to draft a letter to the SEC. "That faculty women want to hold the line and not let our gains be eroded by these cuts is worthy of being said," she stated. "We need to respond to the very grim news coming down on budget issues."

b) Status of Oda vs. UW

In October, the State Appeals Court heard an appeal in the Oda vs. UW case. It will be about 90 days before the ruling comes down. The appeal was around issues of whether a class could be certified. Does the Washington State law against discrimination allow class action suits by state agencies? The question before the court: Is there a single remedy that can be applied to all members of a class?

Lisa Frenkel asked what discussions have gone on in the Faculty Senate about reimbursement by gender. Krieger-Brockett said there have been none in the Faculty Senate, but there have been discussions about Lecturers and Nursing faculty. In the post-I-200 climate, Krieger-Brockett said, she is not sure what can be done about this.

Frenkel remarked that surveys routinely show women's pay is still lower than men's - the latest figures she has seen (within the last 45 days) were $0.70 for women for every $1.00 for men. "When I see others' salary figures, it's obvious to me that mine is still one of the lowest. Why? I don't know."

Remick observed that members may want to determine how their salaries rank against department averages at the UW. She recommends the 2000-2001 salary survey, which can be found on the Planning and Analytical Studies portion of the Admin Factbook at

http://www.washington.edu/admin/factbook/OisAcrobat/00Sal_Compare_Department_All_AAUDE.pdf .

This information does not show salaries by gender, but it is useful in comparing one's own salary with UW averages by department, service period, and rank, as well as with average salaries from a broad spectrum of schools across the nation. Bear in mind when looking at the survey, said Remick, that some faculty are paid by the University, while others are paid by the VA, Children's Hospital, The Fred Hutchinson Cancer Center, or other entities.

Remick commented that women's participation in certain higher-paying specialties has been hampered by the smaller numbers of women who were degreed in those fields between 1950 and 1970. Between 1950 and 1959, for example, there were only 20 women who earned Ph.D. degrees in Engineering in the entire U.S. Between 1960 and 1969, that number had reached a nationwide total of 77 degreed women engineers. Because one-fourth of present UW faculty graduated in the 1960s and 1970s, women faculty's current representation in some specialties is still skewed.

Frenkel observed that she is not convinced that women's raises have kept pace, even if they are in a higher-paying field, are paid by grants, and do not stress anyone's UW budget. It would be helpful if departments could find a way to demonstrate that women are paid comparably to men.

c) Access to Information
SCFW should submit its Web pages to search engines, and update the metadata on the pages, to make sure the pages are accessible to as many people as possible.

d) Grievance and harassment issues
Helen Remick described the different functions of UCIRO and the Ombudsman in investigating and resolving sexual and gender harassment issues, and the role of the Faculty Senate office in adjudicating faculty salary inequities and other grievances. She suggested that representatives of these offices speak to SCFW during the year for further clarification. Susan Redalje said this information was very helpful, and commented she would like to see a discussion of these services put on the SCFW Web page.

The meeting was adjourned at 3:05 p.m. Next meeting December 14, 1:30 p.m., 26 Gerberding Hall.

Minutes by Linda Fullerton, Recorder.