University of Washington
Special Committee on Faculty Women
November 12, 2003

Present: Gardner, Garvens, Krieger-Brockett, Mandoli, Schivell, Spielberg, Redalje, Gray

Absent: Frenkel, Lindhorst, Lewis, Redd, Basu, Remick, Henderson

Synopsis:
1. Approve minutes/approve agenda/voting rights
2. Chair’s report
3. Potential activities for 2003-2004

Chair Barbara Krieger-Brockett called the meeting to order at 2:00 p.m. The minutes were approved, with two minor changes. The agenda was approved. It was moved, seconded, and unanimously passed to grant voting rights to eligible ex officio members (Susanne Redalje, Marilyn Gray, Maureen Henderson).

Chair’s Report

Krieger-Brockett briefly described SCFW’s role in the Faculty Senate hierarchy, as a special committee under the auspices of the Faculty Council on Faculty Affairs, with responsibility for the concerns of faculty women. SCFW can draft legislation, which is then submitted to FCFA to be approved and shepherded through the legislative process. Any Class A legislation passed amends the Faculty Code, which is the employment contract for all UW faculty.

A good example of this kind of legislation is the Lecturer legislation, which benefits lecturers at the UW by creating a third rank that creates better opportunities for salary increases and promotions, and seeks to extend the vote to part-time lecturers. Any legislation that affects lecturers affects women disproportionately, so is of great interest to SCFW.

Also of interest to women is the Intellectual Property issue FCFA took up last year, scrutinizing and revising several major changes in IP policy that had been proposed by the administration. The final version of the new IP policy is posted on the Faculty Senate Website. All faculty women should familiarize themselves with the new policies, which can affect everything from book royalties to grants to patents.

Faculty Affairs is also seeking to improve salaries and benefits by promoting the A/B salary plan where feasible, and by considering novel ideas such as being able to “bank” the faculty tuition waiver benefit for use by family members.

As SCFW chair, Krieger-Brockett is also a member of PACW, the President’s Advisory Committee on Women – this group, founded by President McCormick, may or may not survive into a new administration. It has been suggested that SCFW might be folded into a new Diversity Council that would also include PACW. After discussion, it was moved, seconded and passed to keep SCFW a separate entity with its present legislative mandate.

Possible 2003-2004 Activities

Helen Remick has suggested that SCFW stage a forum on Hormone Replacement Therapy based on Dr. Maureen Henderson’s study, since Henderson is an SCFW member.
SCFW might also consider a forum on the erosion of health care benefits, and draft a public policy statement.

There may also be opportunities to work on a complete assessment and possible overhaul of the UW dispute resolution process, since this is being undertaken by the Secretary of the Faculty, Lea Vaughn, and by Alan Kirtley (Law), as an FCFA project.

It was pointed out that the need for dispute resolution can be substantially reduced by effective mentoring at the grassroots level, and by use of formal ethics standards. These may be areas in which SCFW could profitably spend some time and energy. PACW did a nice forum on mentoring last year, but follow-up is needed to put the ideas into practice. Dina Mandoli would like a group to do some work on updating mentoring resources, and report back to SCFW. Marilyn Gray said that the Graduate School is beginning a mentoring program. Perhaps there could be some exchange of ideas with SCFW.

Another possible SCFW issue is maternity leave for adoptive families. At present, there is no paid maternity leave for adoptions.

Krieger-Brockett asked SCFW members to consider which of these issues they would like to work on, and to decide upon a direction at the December 10 meeting.

The meeting was adjourned at 3:30 p.m. Minutes by Linda Fullerton, Recorder