The meeting was called to order at 9:34 a.m.

**Meeting Synopsis:**

1. Approval of minutes.
2. Meeting with Luis Fraga, Associate Vice-Provost for Faculty Advancement
3. Discussion of grievance procedures

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1. **Approval of minutes**
   
   Council members approved the minutes with no comment.

2. **Meeting with Luis Fraga, Associate Vice-Provost for Faculty Advancement**

   Chair Sandra Silberstein invited Luis Fraga to provide an overview of his current initiatives. Fraga began by explaining his job at the UW and the range of underrepresented faculty who he represents. He noted that part of his task is helping the Provost fully support departments whose mandates are to increase the hiring of underrepresented faculty, and to bring diversity to the curriculum.

   Fraga next explained the importance of developing good relationships with Deans, and through them with departmental Chairs and search committees. He also noted the use of metrics as a measurement of assessment within departments. This allows departments to document their diversity hiring efforts. Last, Fraga explained how he works on individual cases. He is a contact person for departmental Chairs trying to hire, facilitating the use of recruitment strategies such as start-up, bridge, and summer funding.

   Fraga briefly explained the focus of the Diversity Research Institute and the type of grant monies and programs available to faculty and graduate students who pursue research on diversity.

   The second part of the presentation was a kind of brainstorming session between Fraga and the council members on strategies for effectively addressing FCWA issues. Chair Silberstein inquired about such issues as benchmarking childcare/dependant care, and women faculty in the pipeline. The childcare issue raised several questions and Council members discussed with Fraga strategies to bring greater awareness to the severity of the problem and raise its priority as a salient university concern. In order to come up with more precise data concerning childcare needs, Fraga suggested that FCWA council members partner or develop their own surveys. Council members discussed what to include in a survey and possible ways to fund it.
Another issue raised was keeping women in research tracks. Fraga asked questions about the nature and scope of the issue. Council members discussed the effects of women leaving research positions and how the university could help women who need a planned break and want to return, especially in the field of medicine and research science in general. With respect to all of these issues, it was agreed that having metrics would be useful and that a research assistant would be necessary to help collect data. Fraga offered the use of a percentage of his research assistant’s time to the group. Silberstein noted that the council should regroup to develop a plan for the information they would need to collect.

Silberstein stated that she would send an email to the Council concerning grievance procedures.

The meeting was adjourned at 11:07 a.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@uwashington.edu, or 543-2884

Present: Faculty: Gandara, Habell-Pallan, Olmstead, Silberstein (Chair), Simmons, Thompson
President’s Designee: Sutapa Basu
Ex-Officio: Carrigan

Absent: Faculty: Borson (excused), Heitkemper, Iarocci (excused)
Ex-Officio: Yorks, Dillsi, Berg, Reeves
Regularly Invited Guests: Quinn (excused)

Special Guest: Luis Fraga