Meeting Synopsis:
1. Welcome and introductions
2. Follow-up from last year
3. Goals and directions for FCWA
4. Sloan Foundation project (Kate Quinn)
5. Next meeting

1. Welcome and introductions
Chair Sandra Silberstein welcomed FCWA members to the second meeting of the academic year and asked those present to identify themselves and say something about their particular interests as they relate to women in academia.

Interests included:
- Women’s studies and issues of faculty governance
- The Princeton principles and childcare issues
- Salary, tenure and childcare issues for women librarians
- Work and family issues as reflected in the goals of the Sloan Foundation Grant
- The challenges of being one of very few women in a scientific field
- Empower and mentoring women in Oceanography
- Faculty tracks, particularly clinician/educator tracks vs. research tracks

2. Follow-up from last year
Two major issues that were addressed last year were changing the status of the group from a committee to a senate council (accomplished) and developing a Mentoring Portal. It was unclear to those present whether the Mentoring Portal was indeed “finished.” For those who are new to the Council Kate Quinn explained that the University has many mentoring programs, but it is often hard to know where to look in order to find them. The idea of the Mentoring Portal was to research and set up a website that would provide information on all the various UW programs offering mentoring. Silberstein will contact Dina Mandoli (the previous chair of FCWA) to find out the status of the Portal. She will report back to the Council via e-mail.

3. Goals and Directions for FCWA (06-07)
Silberstein explained that issues for FCWA consideration will come from three sources. Some will come from the outside, e.g., PACWA has forwarded an issue from Women in Pediatrics asking whether the title “acting professor” is being used appropriately for women in the School of Medicine. Other agenda items will involve presentations, essentially fact finding. Kate Quinn will be talking with us today about the Sloan award; and Ana Mari Cauce will be addressing the Council at its next meeting on the LCVI. But the Council can initiate issues from within the membership as well. A major focus of the council this year will be developing benchmarks for major issues affecting women
faculty, and she urged members to contribute possible issues for consideration. The following came forward:

1. Adequate childcare  
2. Representation of women of color  
3. Salary  
4. Climate  
5. Distribution/tracking of women in tenure line vs. WOT slots; clinical vs. research positions  
6. Women in leadership positions, including the gendering of the pipeline

[Other issues mentioned but which the Council won’t immediately be working on benchmarking were granting of sabbaticals and the gender distribution of university committee work.]

Workgroups formed include:  

Childcare: Tekkok, Basu, Yorks, Quinn  
Tracking: Olmstead, Thompson  
Pipeline/Leadership: Silberstein, other?

4. **Sloan Foundation Project (Kate Quinn)**

Kate Quinn reported that when the Alfred P. Sloan Foundation awarded the UW $250,000 as part of its Flexible Faculty Careers Program this fall, it simultaneously recognized the University for its family-friendly policies and called on it to do more. Now the University is responding with a new initiative, Balance@UW, designed to support UW faculty in balancing productive academic careers with satisfying personal lives.

The goals of the Balance@UW project include:

- Piloting an option for new biological fathers and for adoptive parents of both genders for the purpose of bonding that will permit the coverage of classroom responsibilities.
- Expanding leadership development workshops for chairs and emerging leaders, which were developed as a result of a National Science Foundation ADVANCE grant, to all University departments to increase both awareness of policy merit and availability, and chair support of policy utilization by faculty.
- Increasing the number of faculty using these policies by making deans and department chairs accountable for the work-family climate of their respective colleges and departments.
- Creating a tracking mechanism for policy use and faculty career outcomes.
- Using flexible policy options as a faculty recruitment tool.
- Assessing the “fit” between faculty eligible to use a policy and those actually choosing to do so and, if needed, improving faculty perception of the family-friendliness of the University.
- Creating a peer support group for "new mom" faculty members.
- Increasing the number of infant and toddler child care slots available to faculty.

An advisory team has been formed to oversee the project. The group plans to:

- analyze the existing flexible policy options and work with the Faculty Senate to enact recommended changes,
- work with deans and chairs to transform departmental climate and culture,
• work with faculty to measure project effectiveness and to identify future directions for improvement.

5. **Next Meeting**
December’s meeting will be held on December 4 at 3:30. Ana Mari Cauce will be sitting in for Sutapa Basu. The Council hopes to hear from her about the LCVI. If there is time, the Childcare Working Group will give a report, and Silberstein will update the Council on the Mentoring Portal.

The meeting was adjourned at 5:00 p.m. *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, sfolk@u.washington.edu*

**Present:** Faculty Members: Soo Borson, Marjorie Olmstead, Sandra Silberstein, Selva Tekkok, LuAnne Thompson  
President’s Designee: Sutapa Basu  
Ex-officio Members: Pamela Yorks, Kim Johnson-Bogart  
Guest: Kate Quinn

**Absent:** Faculty Members: Beatrice Gandara, Michelle Habell-Pallan (excused), Margaret Heitkemper, Janet Primomo  
Ex-officio Members: Suzanne St. Peter