Meeting Synopsis:

1) Call to Order
2) Approval of Minutes from the October 15th meeting
3) Faculty Senate effort towards improving faculty demographics
4) Childcare at the University of Washington
5) Updates on continuing projects
   a. Mentor memos
   b. Non-Ladder faculty
6. Adjourn

1) Call to Order
The meeting was called to order by Council Chair Marjorie Olmstead at 12:33 p.m.

2) Approval of Minutes from the October 15th meeting
Minutes were deferred due to a lack of quorum.

3) Faculty Senate effort towards improving faculty demographics
The Council was presented with a Class C resolution addressing faculty demographic concerns drafted from a meeting between Olmstead, FCMA Chair Angela Ginorio, Faculty Senate Chair Jim Gregory and Vice-Chair Jack Lee. This resolution attempts to promote demographic improvements through hiring, addressing gender and ethnic diversity, and tenure/non-tenure levels, and will be presented at the November Faculty Senate meeting.

Olmstead requested feedback from council members on the resolution. Members emphasized the need to strengthen language from “make an effort to evaluate and discuss faculty demographics,” by removing “make an effort to.” Consideration was given to how frequently reporting should be required of such efforts, and to what body reporting would be provided. Members suggested requiring academic units to draft their own diversity plans, and to have these approved by a majority of faculty. The Graduate School enforces such a requirement by withholding grants if diversity plans are not formed. This resolution also should refer to the entire Faculty Code Chapter 24 on criteria for promotion.

Members also discussed the possibility of adding language to allow for other aspects on diversity, such as sexual orientation, but this would be difficult as some of such demographics may not be allowed to be collected by law. This language could also suggest policies to improve recruitment and retention, such as childcare, or tuition waivers for children of UW employees. The Council discussed whether UW
Advancement workshops could be provided yearly for search committees and raised the question of how funding for this could be sustained.

Emphasis on access to current and past demographic data in the Excel format was considered very important in this legislation, even should visibility be limited within the UW faculty and staff. Detail within academic units was also noted to be useful. FCWA and FCMA were suggested to develop a template of important factors for analysis.

Olmstead requested feedback on relevant statistics to be presented when this resolution is considered by the Faculty Senate. She will report data from the Office of Equal Opportunity and Affirmative action for 2000, 2007, and 2011. Other pertinent indicators suggested were career satisfaction, length of non-ladder faculty terms, awareness of faculty rights and the 2007 Leadership Community and Values Initiative (LCVI) would be pertinent in tenure and attrition. Though these are all relevant, there may not be time to discuss all of these trends. Another suggestion was to project how many women it would take to reach a level of 45% women full professors across the university.

Olmstead briefly characterized hiring at the University. Total number of faculty has remained relatively consistent, with a decrease in white males, and an increase in white women, Hispanics and Asians. While the number of lecturers had slightly grown, this may be due to the hiring freeze. Discussion followed on the value of exit interviews. Olmstead will update FCWA on this resolution on December 10.

4) Childcare at the University of Washington

Childcare for UW faculty, staff and students was mentioned at the October 25 Faculty Senate meeting and November 5 Senate Executive Committee (SEC) meeting. Olmstead asked UW President Michael Young about additional space for childcare when he was discussing the need to increase degrees in early childhood learning. His response suggested potential of placing additional childcare facilities in the newly remodeled Husky Stadium.

Another issue discussed was safety at the UW childcare facility at Northeast 40th St and Cowlitz Road, adjacent to multiple construction sites. At the SEC meeting, Provost Ana Mari Cauce mentioned a task force reviewing safety at this site, in addition to her hopes to double childcare spaces for UW faculty, staff and students. She emphasized a high cost for expansion of childcare and concern that all demand for childcare could not realistically be met. Members recalled that the President’s Advisory Committee for Women requested childcare space in the UW tower, which was never implemented.

Council members expressed curiosity on the number of women who go on family leave at the University, and suggested evaluation of demand for childcare facilities on campus. Lack of childcare services impact faculty without children, who expressed in FCWA’s surveys that their workloads were influenced by peers who needed to take care of their children. Family leave for men and adoptive mothers was briefly offered, but has been removed. Childcare, housing, availability of leave, availability of space, and workplace policies at UW were perceived to be lacking by faculty, according to a 2009 survey.
Council members suggested addition of this subject into the proposed Class C Legislation on improving faculty demographics.

5) Updates on continuing projects
   a) Mentor memos
   The Council considered additional topics for mentoring memos such as tips for working with professional staff, dealing with paperwork, copyrights, and scholarly communication issues. Impact for such memos may be greater if composing joint articles, between staff and faculty for “working with professional staff,” and between librarians and faculty for scholarly communication issues. Olmstead described the rationale for creation of these memos, and requested for suggestions on topics and individuals to draft these memos. She requested for memos to provide feedback or edits to memos already added to the Go-Post website. Once sufficient feedback has been provided on these memos, a website will be created to host these, most likely on FCWA’s website.

   Questions followed on an official mentoring program on campus. There is an absence of this, despite a huge desire for mentoring across all levels on campus. The Board of Deans had offered to create a subcommittee to devise a campus-wide mentoring strategy, and FCWA should follow up to determine what has been done. Olmstead offered to remind Dean of Undergraduate Academic Affairs Ed Taylor of UW Advance’s offering of mentoring programs.

   b) Non-Ladder faculty
   Olmstead informed of a conference in Hawaii in August, which will discuss the issues of non-ladder faculty. She suggested that a FCWA member present FCWA’s data at this conference. A UW Bothell faculty member expressed interest in analyzing the non-ladder faculty survey’s raw data, and council members agreed to provide him with this statistical data.

6) Adjourn
   Meeting was adjourned at 1:54 p.m. by Chair Olmstead.

Minutes by Jay Freistadt, Faculty Council Support Analyst. jayf@u.washington.edu

Present: Faculty: Olmstead (Chair), Fisher, Cooke, Mescher
Ex-Officio Reps: Jennerich
Guests: Silberstein, Basu

Absent: Faculty: Fialkow, Evans, Iarocci, Anzai, Lazzari
President’s Designee: Neff
Ex-Officio Reps: D. Evans