Chair Sandra Silberstein called the meeting to order at 3:30 p.m.

Meeting Synopsis:

1. Welcome, introductions, and approval of minutes
2. Update on the LCVI, Ana Mari Cauce, Executive Vice Provost
3. Report from the FCWA working group on childcare (discussion deferred: working group had not yet met)

1. Welcome, introductions and approval of minutes
Chair Sandra Silberstein welcomed FCWA members to the third meeting of the academic year and asked those present to identify themselves. Due to a lack of quorum, the minutes were not approved. Minutes from the October 11 and November 16 meetings will be distributed via e-mail for approval. Results of the electronic vote will be read into the minutes at the next meeting.

2. Update on the LCVI, Ana Mari Cauce, Executive Vice Provost
Ana Mari Cauce began her remarks by saying that she had hoped that the new Vice President for Human Resources, Mindy Kornberg, could have attended the meeting along with her, but notice was too short for her busy schedule. Cauce felt that she would have much to contribute to FCWA discussions and recommended she be invited to a future FCWA meeting. She also urged Council members to be frank in their feedback of her remarks on the LCVI.

When the LCVI was launched, there was a new President, a Provost that has not yet been appointed, generally unfavorable media coverage of the UW was widespread locally, and distrust and dissatisfaction with leadership was pervasive. Not all of that has turned around with the new UW leadership, but significant progress has been made. In addition to the LCVI, the Provost has hosted Town Meetings, she has joined the President for regular lunches with faculty and for student events whenever possible, and she has reorganized the Provost’s office in a way that acknowledges the importance of having faculty in leadership positions who are still connected to the work of faculty. All the Vice Provost positions are part-time, allowing time for research and teaching. All will be reviewed every 5 years, and none are considered appointments “for life.” After a few lapses early on, the Provost has been committed to including representation from ASUW, GPSS, and the Faculty Senate on all newly appointed administrative committees. Her office is committed to being more consistent and transparent in communications with the faculty and the campus as a whole. The size of the University makes this quite a challenge. Some channels of communication have worked better than others, but the intent is there and communications continue to improve.

Another component of the effort to improve communications has been the establishment of “on-boarding sessions” with deans to inform them of policies related to work-life
issues and the resources available to them to help support their faculty. Cauce reported that the most recently appointed deans appear to be very committed to family issues.

Over the past several years, Chairs have benefited from similar workshops provided through Advance. The Advance grant expired this year, but the workshops have become institutionalized and serve to develop a more healthy climate at the departmental level. Depending on the resources available to a department, Chairs have some discretion in making decisions supporting family issues. Chairs that have proven themselves in this regard are used as role models at the workshops.

Cauce noted that they are in the process of hiring an Associate Vice Provost for Diversity in Faculty Development. This position will probably be filled by next fall and will work with search committees to support efforts to find more qualified, diverse candidates from under represented minorities. Chesca Ward has recently been hired by Human Resources to function in the same way for staff.

Randi Shapiro continued with the discussion on childcare. She reported that the Provost had asked the Vice President for Human Resources to establish a Childcare Advisory Committee, consisting of faculty, staff and students, to review and make recommendations on “UW Childcare Options: October 2006” from the UW office of Benefits & Work/Life – copies of which were distributed to Council members.

Waitlists for UW childcare facilities are very long, but the UW cannot build a facility big enough for the number of children of UW faculty, staff and students. A recent survey found that there are over 10,000 such children between the ages of newborn and 13, including several thousand pre-schoolers. Planning for the provision of this population is complex. The Harborview and West Campus centers are supported by state funding; the others by student housing funds. All together, these centers serve 200 UW families, which is good, comparatively, unless you happen to be someone on one of the waitlists.

The report cited above includes three proposals to move toward a solution to alleviate the lack of childcare and the long waitlists. The first is an Enhanced Childcare Resource and Referral program. This would provide immediate service delivery enhancement for UW families in need of childcare by providing a listing of current openings in licensed childcare centers and family day care homes. The second is a Community Childcare Partnership program, which would provide one time grant awards to community based licensed childcare centers and family day care homes to expand the number of children served in exchange for dedicated spaces and priority access for UW families for a designated period of time. The third is Childcare Facility Expansion in the Safeco Building. This proposal would designate a minimum of 5,000 square feet to childcare programming in the Safeco properties, serving 70-85 infant, toddler and preschool spaces.

Silberstein asked how faculty, and the FCWA in particular, can participate most fully in the implementation of some of these recommendations as well as other work/life issues involving faculty. She also asked how these initiatives could be benchmarked.

Cauce responded by saying that in addition to providing input to general discussions, the FCWA could play a crucial role in providing feedback on setting priorities once the needs are defined and resources earmarked. She also encouraged Council members to be her
ears in the UW community by letting her know when colleagues are in need of help or counsel with work/life-related challenges.

Mindy Kornberg, the VP for Human Resources, will be convening the first meeting of the Childcare Advisory Committee on Friday of this week. Sutapa Basu can function as liaison between that committee and the FCWA, and benchmarking will be a part of the Committee’s discussions. Ultimately, all recommendations will be vetted through the Faculty Senate.

Cause identified both Mindy Kornberg and Cheryl Cameron as point persons for worklife issues.

Silberstein raised the issue of women in leadership positions and pipeline issues. She asked if either were being tracked statistically. Apparently the Advance program had been tracking these issues, and the Leadership Subcommittee of PACWA is doing so as well. Cauce reported that the UW probably has the data, but it hasn’t been retrieved in the relevant forms since the Helen Remick era. The Faculty Council on Multicultural Affairs has been actively trying to retrieve data on faculty from underrepresented minorities. Specific questions about data should be addressed to Cauce and she will direct it to the most appropriate person.

Cauce reported that the next Climate Survey will be distributed next year. She hopes to do a much better job, given what’s been learned from the last survey, and asked Council members to assist her with re-configuring survey questions – fewer and more to-the-point.

Silberstein thanked guests Ana Mari Cauce and Randi Shapiro for informing the Council on their efforts on behalf of faculty and the UW in general.

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

Present: Faculty Members: Beatrice Gandara, Michelle Habell-Pallan, Sandra Silberstein, LuAnne Thompson
Ex-officio Members: Pamela Yorks, Kelly Gilblom
Guests: Kate Quinn, Ana Mari Cauce, Randi Shapiro

Absent: Faculty Members: Soo Borson (excused), Margaret Heitkemper (excused), Marjorie Olmstead (excused), Janet Primomo (excused), Selva Tekkok (excused)
President’s Designee: Sutapa Basu (excused)
Ex-officio Members: Kim Johnson-Bogart