Meeting Synopsis:

1. Call to order
2. Review of the minutes from November 3rd, 2017
3. Nursing stations on UW Seattle campus
4. Good of the order
5. Adjourn

1) Call to order

Paladin called the meeting to order at 11:00 a.m.

2) Review of the minutes from November 3rd, 2017

The minutes from November 3rd, 2017 were approved as written.

3) Chair’s report

*FCWA chair added to Senate Executive Committee*

Paladin explained she was added as a voting member to the Senate Executive Committee (SEC) due to her role as chair of the Faculty Council on Women in Academia.

*Faculty 2050 discussion*

Paladin noted the council held a productive brainstorming session during its November meeting to weigh in on the Faculty 2050 initiative. Both global and very specific topics were considered for inclusion in the council’s report relating to the initiative. Paladin explained she will find out specifically what the Faculty Senate Chair’s planned outcomes are for the 2050 initiative and how FCWA’s input will be used. She explained she is especially interested in learning the main priorities of current university executive leadership during 2017-18. The existing FCWA brainstorming document for the initiative was displayed and some discussion/additions to the document followed (Exhibit 1).

There was a suggestion to include implicit bias trainings as a recommendation in the document. It was noted there are some bias trainings as well as other types of trainings individually mandated in various UW Schools, though members’ experiences suggested the mandatory nature of the trainings may not have been effectively enforced. Another member commented that data shows student course evaluations are often biased against women, especially in online learning environments.
A member recommended UW departments with significant gender gaps analyze reasons for the disproportion and develop a report. It was noted the current dean of the UW School of Medicine has made diversity efforts a priority for the School. While some department chairs received the mandate diligently and made efforts to increase levels of women and underrepresented minorities in the unit, others were reported to have taken no action. It was noted data tracking and accountability are important tools in working on inequality/access issues. A member questioned if there is a way data can be used on an institutional-level to make some progress on these issues. There was some brief discussion of using quotas in hiring.

Organizing the document

Following discussion, the council decided to divide the document into topic areas with bulleted items as a way to organize its content (Exhibit 1). After the topic areas were defined, it was decided Paladin would attempt to place the bulleted items in the appropriate category before the next meeting. Prager noted she would like to add to the document that all UW Faculty Councils consider issues of diversity and gender-inequality while conducting their business.

4) Nursing stations on UW Seattle campus

Angotti explained FCWA members in the last meeting desired the ability to evaluate locations of UW Seattle nursing stations relative to the number of people regularly residing in various campus regions in order to identify severe gaps. She noted she used data provided by the Council Support Analyst to create a data representation within data-visualization tool, Tableau. The graphic was displayed and reviewed by members. She explained a preliminary analysis shows glaring nursing station gaps in North Campus. Moreover, based on available data, only 10 publically-listed nursing stations are serving a population of several thousands. Further analysis showed six stations located in South Campus near the UW Medical Center, with only four stations located outside of that region.

A member emphasized the importance of functioning sinks in nursing stations, noting the facilities are almost useless without the feature. It was noted Denny Hall was renovated in 2016 but still includes no nursing rooms/stations. Members reiterated a position that the addition of nursing stations should be required for all newly-constructed buildings. Members felt that the FCWA should take responsibility for creating, vetting, and approving this regulation.

Following some brief discussion, it was decided the that a Class C resolution would be developed by FCWA to spread awareness of the issue and recommend that a regulation be established. It was recommended the body also coordinate with the Faculty Council on University Facilities and Services (FCUFS) as a sponsor for the resolution. Umphress volunteered to create an initial draft of the resolution for council review in a later meeting.

It was noted Angotti’s Tableau illustration is powerful and should be utilized during the presentation of the Class C resolution, when disseminated. Angotti remarked she still had some work to do to complete the graphic, but that she would put it online for members once finalized. She explained there is
additional metrics she hopes to be able to add to the existing data. It was noted half of the listed rooms require a reservation or keycard for entry. Members felt pictures of existing nursing stations might also be captivating.

Camber (president’s designee) explained she plans to contact Mike McCormick (Associate Vice President, Finance & Administration) to ensure a policy does not already exist relating to including nursing stations (aka. wellness rooms) in the construction of new buildings.

5) Good of the order

Bergman noted she has made contact with the small group of Faculty Council on Benefits and Retirement (FCBR) members working on revise UW parental leave legislation, as she was appointed as the liaison between that group and the FCWA.

6) Adjourn

Paladin adjourned the meeting at 12:30 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: Faculty: Sarah Prager, Bonnie Duran, Elizabeth Umphress, Angelisa Paladin, Margo Bergman, Robin Angotti, Tyler McCormick
President’s designee: Susan Camber

Absent: Faculty: Mariam Moshiri, Michael Fialkow, Geethapriya Thamilarasu, Whasun Chung
Ex-officio reps: Anya Bartelmann, Annie McGlynn-Wright, Jennifer Payne

Exhibits

Exhibit 1 – Faculty 2050 considerations_revisedbyfcwa_120817
Faculty 2050 considerations – Faculty Council on Women in Academia (November 3rd, 2017)

- Equality
  - Need to look at statistics to evaluate “predictors” of success during tenure and promotion processes (or in granting raises) / evidence-based (data-driven) decision-making to illuminate bias related to promotion of women and/or minorities
  - Pay and benefits (raises, P&T)
  - Mandating/recommending extensions de-facto (during P&T process) for women who have gone on maternity leave
  - Few women in leadership positions (one female chair in SOM)
  - Women with undue burden to commit to “service” at UW Bothell
  - Fear or feeling of finite spaces in various fields where women/minorities can participate
  - Severe lack of health/wellness rooms (to be used by nursing mothers)
  - Assessing teaching as it relates to tenure and promotion, especially in using student evaluations to evaluate a candidate (bias against women instructors)
  - Different pathways for promotion (publications vs. teaching) / the need to capturing a promotion process with equality for different types of activities, leading to an easier path for women to be promoted/valued - different ways of impact leading to promotion
  - Mentoring of graduate students taken on disproportionately by women faculty in units with near-equal levels of men and women
  - Insufficient amount of gender-neutral restrooms at UW campuses
  - Lack of departmental/unit/central unit transparency (data, university events, finances, decision-making)
  - Faculty and staff work together rather than the sense of opposition (or sense of second-class citizens) / increased partnership between faculty, staff, and students
  - Diversity and equity numbers at the university that reflect society
  - Equality among units (and campuses) at the university
  - Transparency equity in how funds are allocated to different units
  - Lack of nursing stations on UW campuses. Recently found there are nursing stations in extremely old regions of Italy, in many buildings. “If they can do it, why can’t we.”
  - Mandatory sexual harassment trainings are not being taken. Monitoring, enforcing, and tracking participation seems to not be occurring. “Why is this not a priority?"
  - Is any diversity or women’s issues on the executive leadership’s strategic plan?
  - Add “gender/gender-nonconforming” and “race/ethnicity” as metrics in data analyses on behalf of schools and colleges.
  - Priorities without funding tend to lack credibility and implementability.
  - Mandate that each Faculty Council include issues of gender-inequality and
1. Disseminating information on impacts of inequalities
2. Leadership/promotion
3. Pay/benefits
4. Work/life integration
   a. Faculty
   b. Staff
   c. Students
5. Tracking the metrics
   a. Faculty
   b. Staff
   c. Students
6. Student experience of bias