Meeting Synopsis:

1) Call to Order
The meeting was called to order by Council Chair Marjorie Olmstead at 12:35 p.m.

2) Approval of Minutes from the October 15th and November 19th meetings
Minutes from the October 15th and November 19th FCWA meetings were approved as written.

3) Update on Faculty Senate Resolution and plans for follow-through
Olmstead informed that the Class C Resolution to improve faculty demographics passed unanimously at the Faculty Senate meeting on November 29th. Presentations were given by Faculty Senate Chair Jim Gregory, Alexes Harris of FCMA and Olmstead which demonstrated the decline of tenure track faculty, and underrepresentation of racial/ethnic/women within faculty and leadership positions. An amendment was made to request that both Deans and the Provost ensure that search committees have appropriate ways to broaden pools, but Olmstead was unable to add language suggested in the last FCWA meeting.

Resources regarding demographics and the diversity blueprint were added to the Faculty Senate issues website, available here: http://www.washington.edu/faculty/facsen/issues.html, in addition to the presentations given at the meeting. The Council considered the process for revisions on resolutions in the Faculty Senate. Olmstead met with Luis Fraga, Vice Provost for Advancement, to discuss potential to bring back demographic information which had been available online in the past.

4) Human Resource data system overhaul
Luis Fraga, Vice Provost for Advancement, informed Olmstead that UW is working to overhaul its Human Resources’ Payroll System and are gathering what data should be gathered by this new system. Fraga suggested that FCWA send a list of demographic information which it considers useful to be tracked to a Focus Group headed by V’Ella Warren, Senior Vice President and Treasurer. It was suggested that Randi Shapiro, who had headed PACWA in the past, may have a list of such data. Olmstead offered to send out a tentative list of items to be captured, and to contact Warren on the timeframe for the focus group.

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1 Available here: http://www.washington.edu/faculty/facsen/issues.html
Council members will discuss potential criteria to be captured within this system during their next meeting. This data would be collected electronically. Suggestions were offered:
- Sexual orientation
- Length of time as an assistant or associate professor
- Country of birth
- Country of primary, secondary education, college and PhD program
- Salary and merit review
- Tenure rates
- History of family leave
- A category for transgender faculty and staff.

Council members considered efforts of gathering this data, such as research from the Sloan Foundation, and a survey to newly hired faculty, which yielded high response rates. Debate followed on what data could be gathered, noting this to be a Human Resources issue, not a Human Subjects study. Framing the gathering of this information as improving the quality of the hiring process could build broad support to collect this data. Best practices within searches on campus could also be gathered to share across academic units. Additionally, these efforts could be linked to the mentoring memos project, by addressing support for inclusiveness, to ensure support beyond recruitment of such faculty. It was suggested to ensure that the different classifications for ethnicity are consistent within different academic units at the University of Washington.

5) Childcare update – Faculty Council on University Facilities and Services January 17 meeting

Council member Laura Evans informed that construction adjacent to a campus childcare facility will begin a new phase in February, and the environmental report will be produced. Olmstead will attend the January meeting of Faculty Council on University Facilities and Services to request such a report.

Upon concerns regarding lack of expansion of childcare in the long term, cost was noted to be a barrier to expand services. It was suggested that a sliding-scale system on tuition for such childcare could help make such services more affordable to most parents. It was suggested that it would be useful to have a market analysis performed on demand. Surveys demonstrate impact of lack of childcare to non-parents due to childcare emergencies for colleagues/parents.

6) Faculty Matters Memos

Discussion followed on the Faculty Matters memos. It was suggested that providing Judy Howard’s memo as an example to incentivize potential writers. Anne Mescher offered to edit Larry Dalton’s memo on intellectual property, which could be strengthened by adding references or websites for additional information. This article could be sent to the Special Committee on Intellectual Property and Copyright. Council members then considered additional memo topics and potential authors.

- Why should you care about Scholarly Communications – Mel DeSart
- What faculty should know regarding copyright – Jennerich
- Support for inclusiveness within Departments - Cheryl Cooke
- Interpreting teaching evaluation scores
- Interpersonal relationships and impact on professional life (inside and outside the department)
- Getting nominated for awards - Eve Riskin
- Identification of mentoring resources on campus – Beth Kalikoff
- How to work with Chairs to improve work-life balance – Michael Fialkow
- Interacting with staff – Deci Evans offered to find someone to write this
• What services Libraries offers to faculty – Elaine Jennerich
• Balancing service with teaching and research responsibilities for non-tenured faculty
• Top ten things to know about the University (for new hires)
• Have one memo on collective wisdom from FCWA council members

The location where such memos will be hosted was debated. Memos could initially be hosted on the FCWA website, and be relocated later. Ideally such memos would be found on the Provost or Faculty Senate website. It was suggested to allow multimedia formats for memos, including video.

7) Follow up on Other Items
A suggestion was made to invite a member of the Board of Deans to FCWA to present on their efforts on mentoring activities, as FCWA had twice sent the Board of Deans a list of best practices. Also, Ana Mari Cauce noted she would work to extend longer-term lecturer appointments, which are growing, especially at the Bothell and Tacoma campuses. FCWA should also follow up on this.

8) Adjourn
Meeting was adjourned at 1:46 p.m. by Chair Olmstead.

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

Present: Faculty: Olmstead (Chair), Fialkow, L. Evans, Cooke, Fisher, Mescher
President’s Designee: Neff
Ex-Officio Reps: Jennerich, D. Evans
Guests: Sandra Silberstein, Jack Lee

Absent: Faculty: Iarocci, Anzai, Lazzari