Chair Sandra Silberstein called the meeting to order at 9:35 a.m.

Chair Silberstein asked council members for any corrections to the minutes. With no comment, the minutes were approved as submitted.

Council members discussed a letter from the President’s Advisory Council on Women (PACW) to the President, advising him to take care not to compromise women’s issues in the decisions made due to the economic constraints facing the university. The letter was requested to be forwarded electronically to council members.

Chair Silberstein asked invited council guest Kate Quinn for a report on the progress in the data analysis from FCWA’s spring survey. The issues they were hoping to have more information on (along with refining the categories of the open responses) were:

- Do more women write comments than men?
- Are women in the School of Medicine disproportionately represented in the survey?
- What are the red flags and what can we do about them?

Quinn reported on how respondents who gave open-ended comments compared to other respondents of the FCWA survey in key categories. Quinn reviewed the summary of the survey results and told members that she would email them the preliminary draft of the quantitative data. Quinn highlighted her findings under the categories of teaching, mentoring, and flexible policy options. Under mentoring, she noted a pattern in respondents wanting mentoring but not being sure how to get it. Silberstein noted that two things to consider under mentoring are the gender differences and troubling issues for faculty in general. Quinn reported that some respondents did not know about the university’s flexible leave policy. It was suggested that the Faculty Senate could push to make this policy more transparent for faculty members.

Quinn explained that she will run regressions on the quantitative data to look for unique correlations. Silberstein commented that they did the survey to describe the life cycle of female faculty members, which includes the themes on mentoring and family leave. She noted that she does not want to lose the themes among the quantitative data. There is a troubling lack of transparency and knowledge about them, and some lack of support.

For the next step, Silberstein asked members if they should broaden the study to include the lifecycle of all faculty members, and add gender when it comes up. Quinn noted that she did not see particularly strong correlations for gender, and instead saw more discrepancy with rank and department. She explained that the council should reply to the faculty survey with a note of thanks, and a report of what they found. Quinn asked members to consider what they might want to include as noteworthy. She noted that it was encouraging how little gender difference there is in the responses, and that they should share that news.
Silberstein asked council members to read through Quinn’s preliminary report and look for things she outlined: whether the themes are off topic, whether it raises more questions than answers, and whether it needs more focus. Quinn said that she would send out a copy of her executive summary of past studies about mid January. Silberstein asked council members to bring to the first January meeting a list of their concerns and the kinds of recommendations that they think the group should make. She mentioned the need for data on issues such as exit interviews and the hiring process. Her concerns also include the loss of parental leave and its impact on women in the pipeline. Silberstein noted that they should address in the report the issue of the recruitment and retention of faculty of color. A suggestion was made to request from PACW its survey of janitorial staff that was done about six 6 years ago.

The meeting was adjourned at 11:00 a.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu

Present: Faculty: Baltan Brunet, Habell-Pallan, Iarocci, Olmstead, Silberstein (Chair)
President’s Designee: Basu
Ex Officio Reps: Yorks, Carrigan
Regularly Invited Guests: Gandara, Quinn

Absent: Faculty: Heitkemper
Ex Officio Reps: Guillen, Guss, Barriga