The University of Washington  
Special Committee on Faculty Women (SCFW)

The Special Committee on Faculty Women met at 1:30 p.m. on Thursday, December 12, 2002, in 36 Gerberding Hall. Chair Barbara Krieger-Brockett presided.

PRESENT:  Faculty Frenkel, Krieger-Brockett, Mandoli, Kemp  
           Ex officio Basu, Remick, Henderson

ABSENT:   Faculty Beckett, Dong, Redd, Waaland  
           Ex officio Redalje, Huney

Synopsis
1. Legislation on Lecturers and part-time Lecturers – update.
2. Childcare options
3. Partnering with other campus women on mentoring activities

Krieger-Brockett called the meeting to order at 3:10 p.m.

Agenda
The agenda was approved.

Minutes
There being no quorum, approval of the minutes was postponed.

Legislation on Lecturers and Part-time Lecturers

Krieger-Brockett described the advances gained by the recent Class A legislation on Lecturers and part-time Lecturers. This created a third rank for Lecturers, which garnered them a 7.5% salary increase. Ladder faculty have voted to give Lecturers voting rights, and they are now eligible for teaching awards.

The status of Lecturers at the UW is a women's issue, because a disproportionate number of Lecturers are women. In addition, the category of Lecturer is designed to be precarious in order to allow departments flexibility and preserve tenure in the ladder ranks or another group. If funding goes away, Lecturers' jobs go away and this is by design.

A new issue this year is whether part-time lecturers should also be accorded voting rights. The subcommittee has drafted a proposal that would allow part-time lecturers who have worked 50% time or more for two years to have voting rights in the third year.

For this reason, it is important to collect data on a question that may be of concern to departments: If part-time Lecturers are granted the vote in departments, are their numbers so great that would it skew departmental issues in favor of Lecturers?

Frenkel said it would probably not affect the Med School too much, since Part-time Lecturers tend to be ER physicians who are deciding what to do next and are also instructors. There are a few acting assistant professors, but their numbers are small.

Henderson said that the voting issue would hinge on whether or not money issues were involved in any way – for example, how research finds are allocated in departments, or similar considerations. Mandoli said this would not affect adversely Biology; in fact it has been a help since Lecturers now come to meetings instead of feeling they have no voice and therefore no stake in the decisions. In addition, their
numbers are not significant. She feels that it's important to include Part-time Lecturers, since they often have a strong commitment to teaching even though they do not teach a full course load.

One concern for some departments is whether researchers would be allowed to vote on the merit of Lecturers, and whether Lecturers would be allowed to vote on the merit of ladder faculty.

**Child Care Options**

The budget crunch has put a damper on progress toward broader child care opportunities. One faculty member has told Krieger-Brockett that she felt she had been misled by the UW when they recruited her. She thought the opportunities for child care were represented as being much better then they are, that access was not good, and she feels the UW should strike this "tool" from their recruiting toolkit.

Frenkel said she herself was aware of the access problems, and put herself on waiting lists even before she came to the UW. It should be a priority to have quality onsite child care.

Remick said faculty members have more than 3,000 children under the age of six and students have about the same number. There is a need for child care for about 6,000 pre-school-age children. The UW will never fully meet the need, and child care will always be rationed. UW brochures say there is child care on site, but do not say that there are only 172 spots available. This should be made clear in the brochure.

Mandoli said the problem is widespread in the rest of Seattle as well. The waiting times are three years in some cases. It would be better to be straightforward with new faculty than to let them find out the hard way. If child care is not available, it definitely affects women's careers. They won't go very far if they don't have child care.

This is an issue that should percolate up to Faculty Affairs and be addressed. Perhaps it would be possible to partner with the Presidents Advisory Commission on Women (PACWA).

**Rose Committee**

A committee chaired by Professor Emeritus Norm Rose is reviewing Faculty Senate Councils and Committees to determine whether a different organizational structure is needed. There is a perception that the work of some councils tends to overlap, or that the workload is lighter in some councils than in others.

One proposal under consideration is to create three major Councils - for example, Educational Policy, Facilities, and Faculty - and delegate various tasks to subcommittees. This raises the question of how the Special Committees would fit in, and that is a question that must be answered.

Council chairs, who know the work and workloads of the Councils, are participating on the committee and are in a good position to recommend changes that will work for everyone. The Rose Committee may be able to make a recommendation on restructuring in June. But since any changes would be Class A legislation, which undergoes a rigorous review process, nothing could take effect until Fall Quarter at the earliest.

**Mentoring Issues**

PACWA has also devoted a yearlong study to mentoring issues for women, to try to reduce the feelings of isolation women feel on this large campus. A recent panel involved grad students, returning non-traditional students but the information was mostly anecdotal. Marisi Narad did point out that financial support of mentoring programs is very important, or these students tend to get lost in the crowd.
Krieger-Brockett asked whether the group wants to lend support to PACWA's yearlong focus on mentoring, or push for a program of appropriate dispute resolution to nip problems in the bud with learned negotiation skills, rather than waiting until a formal adjudication is required to solve problems.

Mandoli sees both these options as one continuum – mentoring helps faculty mentors avoid so many pitfalls that there would be less need for dispute resolution if mentoring were adequate. Why not look at and train the whole pipeline?

Assigned mentors are not necessarily the answer – women need to know how to identify and attract the right kind of mentoring. It would be great to be able to go to a Website and sign up as either a woman who needs a mentor or who is willing to be one.

Is there a need to define mentoring? Should SCFW partner with PACWA on this issue and put together a panel on mentoring? Do women need to learn how to negotiate, network, be coached, and get social facilitation in the academic setting? Perhaps SCFW should sponsor a panel on these issues and how to solve them. At present, it seems that younger women don't know how to ask for mentoring and younger women don't know how to give it.

Krieger-Brockett suggested that SCFW have an informational meeting to examine the issue of mentoring and how it can connect a broad spectrum of women on the UW campus in positive ways.

The meeting was adjourned at 4:20 p.m. Minutes by Linda Fullerton, Recorder.