The Special Committee on Faculty Women met on December 13, 2004, in 36 Gerberding Hall. Chair Dina Mandoli called the meeting to order at 10:35 a.m.

Synopsis:
1. Approve agenda and minutes; Chair's remarks, open announcements
2. Discussion and Motion re SCMFA becoming a Council
3. Deliverables re mentoring
4. Information items

Agenda, minutes, Chair's remarks, reports
The agenda was approved, the minutes were approved. Mandoli gave highlights of the Faculty Senate meeting, which included comments by Faculty Legislative Rep Gail Stygall, Faculty Athletic Rep Patrick Dobel and UW Athletic Director Todd Turner.

Stygall reported that there is no longer a Higher Education Committee in the state legislature – all education matters have been folded into a K-16 committee that deals with everything from pre-school through university-level education. Stygall could not predict how this might affect higher education, especially considering the current lack of a governor. The state faces a deficit of approximately $1.7 billion, which raises more sharply the issue of a performance contract that will include some constraints on the University. Dobel and Turner reported on athletics at the UW, especially as related to academics. Many UW athletes are academic stars; most complete their degree programs. Requirements and standards in the athletic department are being strengthened.

Mandoli also attended the Senate Executive Committee (SEC) meeting and reported that there is a move afoot to give Faculty Council Chairs a vote on SEC. This requires Class A legislation, which takes some time. One effect of this move is that the two Special Committees (Faculty Women and Minority Faculty Affairs) would be disenfranchised, since they currently report to the Faculty Affairs Council but would not receive a vote of their own. To remedy this, Mandoli has been asked to explore the possibility of making the two Special Committees full-fledged Faculty Councils.

Discussion and Motion re SCMFA Becoming a Council
It was moved, seconded and passed to prepare and bring before the Faculty Senate Class A legislation defining the role of the Special Committee on Faculty Women as more appropriate to that of a Faculty Council on Faculty Women, with a vote on SEC.

Discussion of the motion revealed that this move has been previously tried and has failed. There was apparently some perception that all the problems of faculty women had been solved. Council members do not agree with this perception, and understand that it is imperative to make a good argument to the contrary if SCFW is to be successful in becoming a council. Mandoli has begun research on this topic, and will report on the results in Winter Quarter.

Deliverables re Mentoring Initiative
One of the obstacles to effective mentoring is confusion about resources and remedies. Mentors have to know the structure of the organization they are part of, and what to do/whom to contact to make progress or when someone gets into trouble. Knowing the ethics laws is essential, as is knowledge of the infrastructure and management structure of an organization. To these ends, SCFW could collate and
publish both an online and a print guide to the various mentoring resources at the UW – money from the Office of Undergraduate Education might be available to do this. SCFW could become a clearinghouse for this kind of information. Can a Website be created to house these deliverables? This might possibly be hosted by the Women's Information Center, and might be linked to the Benefits Website.

Amanda Schivell advised that the Medical School has a variety of resources, including Faculty Development seminars and the Center for Excellence in Mentoring. She will see if she can get someone from the Standing Committee on Faculty Women at the Med School to come and talk to SCFW about what the Med School has done and plans to do.

Sharing the Workload
Sutapu Basu and Helen Remick will attend PACW, Susanne Redalje will attend the Faculty Senate, Mandoli will attend SEC and FCFA, and all will bring back brief reports on what is happening.

Information Section
To keep track of relevant information and announcements SCFW members discover between meetings, they should be emailed to Linda Fullerton, who will collect them and include them in an information section to be attached to the minutes.

The meeting was adjourned at 12:00. Minutes by Linda Fullerton, Recorder.

Present: Frenkel, Garvens, Mandoli, Salas, Schivell, Basu, Remick
Absent: Gardner, Lindhorst, Lewis, Henderson, St. Peter, Quinn

Info section for December 13-January 21:

(Email of Jan 6. Dina Mandoli to Lea Vaughn, re SCFW Becoming a Council):
I have obtained approval from the Committee (vote was unanimous), have begun working on the history with prior Chairs of SCFW and Staff in Gerberding, have spoken separately with both Emmert and Dan Luchtel (Chair of FCFA) about it, and have developed a timeline for writing the requisite legislation. I, again with full approval of SCFW members, want to do this jointly with the Special Committee for Minority Faculty because we are the remaining disenfranchised groups and because I think that we stand better together than apart.

AAUP Report: Women Faculty: Still Trailing After All These Years
Washington, D.C.-The American Association of University Professors (AAUP) has released an update on gender equity in academia. The sad story is that the 2003-04 figures show little improvement in the salary gap over twenty-five years of higher education history.

Among full-time faculty, for example, 38 percent are women. But among full professors, only 23 percent are women. Conversely, women are well represented among the lower ranks; women are 58 percent of all instructors, 54 percent of all lecturers, and hold 51 percent of all unranked positions.

The report on earnings shows a similarly skewed picture. On average among full-time faculty, across all ranks and all types of institutions, women earn 80 percent of what men earn. While this disparity can be explained in part by the uneven distribution across ranks, as described above, there's more to the story. At the full professor level, for example, women earn about 88 percent of what their male counterparts earn.

Apparently, the higher the institution's prestige, the greater the gender gap. At community colleges without faculty ranks, women earn on average 96 percent of what men earn. The gap grows at baccalaureate and master's institutions, where women earn 89 and 87 percent, respectively,
of the male average. At doctoral-level institutions, women earn only 78 percent of the average male faculty salary.

These and other figures are provided in the "Faculty Salary and Faculty Distribution Fact Sheet, 2003-04 <http://www.aaup.org/research/sal&distribution.htm>" prepared by Dr. John W. Curtis, research director at the AAUP. Dr. Muriel Poston, chair of AAUP's Committee on the Status of Women in the Profession, welcomed the updated analysis. "The 'Faculty Salary and Faculty Distribution Fact Sheet' is an important resource for understanding the status of women faculty with regard to salary equity and progression through rank. Faculty members will find this document a useful tool in planning for female faculty recruitment or salary equity improvements. The committee is pleased to have updated figures published now on a regular basis."

The analysis is based on the results of the AAUP's annual faculty compensation survey, a comprehensive study of faculty salaries, benefits, and tenure status, published in April 2004, and relied upon by institutions throughout the country to evaluate their compensation of faculty relative to peer institutions. Excerpts from the "Annual Report on the Economic Status of the Profession" are available online. The full report is available from AAUP, 1012 Fourteenth Street NW, Suite 500, Washington D.C. 20005 for $68.00 including shipping and handling. Order online, by mail, or by phone at 202-737-5900.

**Subject: Save the Date: Practical Advice for a Successful Career**

Save the Dates: March 29 and 30, 2005

We are again offering the popular two-day series of faculty development programs for School of Medicine faculty:

PRACTICAL ADVICE FOR A SUCCESSFUL CAREER, March 29 and 30, 8:00am – 4:30pm, at the UW Urban Horticulture Center.

All faculty are invited to attend both days with the first day geared more for the early career faculty member and the second day dealing with more advanced issues. Topics will include promotion, communications, teaching and learning styles, practical advice on writing and reviewing, managing email, mentoring, work-life balance, and a session on understanding finances in the School of Medicine.

This program is sponsored by Dean Ramsey and is organized by the UW Medicine Office of Faculty Development and the Department of Medical Education and Biomedical Informatics.

A final agenda and registration will be available in January. If you wish to register early you can do so with the form below.

PRACTICAL ADVICE FOR A SUCCESSFUL CAREER
March 29 and 30, 2005

_____ I would like to attend the March 29 Session

_____ I would like to attend the March 30 session

Name__________________________________
Title_________________________________
Department_____________________________
Campus Mailing Address__________________
Work Phone____________________________
Email__________________________________

Return to Barbara Mahoney at bmahoney@u.washington.edu or Box 356350.