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

The Special Committee on Faculty Women met at 1:30 p.m. on Friday, December 14, 2001, in 36 Gerberding Hall. Chair Barbara Krieger-Brockett presided.

PRESENT:  Faculty Beckett, Dong, Krieger-Brockett, Mandoli, Waaland  
Ex officio Redalje, Remick

ABSENT:  Faculty Frank, Frenkel, Kemp, Liu, Redd  
Ex officio Basu, Sengupta, Takhar, Stromberg.

Krieger-Brockett called the meeting to order at 1:35 p.m.

Agenda
The agenda was approved.

Minutes
The November minutes were corrected and approved.

Report by the Chair, and discussion of items

Reorganization of Councils
Brad Holt wants to talk to SCFW in January, since there is a study in progress about a possible reorganization of Faculty Councils. The Committee on Faculty Women has been in existence since the 1970s, and has been instrumental in childcare, tenure, and adjudication issues. The Committee should have a voice in the reorganization; this may be a good time for the Committee to become a Council.

Lecturers
Barbara Krieger-Brockett reported that the Faculty Council on Faculty Affairs is looking at the status of the University's approximately 1,950 Lecturers, 45% of whom are women (compared to 18% of ladder faculty who are women) as of a typical quarter last year. Lecturers do not have tenure, they are frequently paid less than tenure-track faculty of comparable UW experience, and many do not have fulltime status. There is interest in improving the climate for Lecturers. Krieger-Brockett has been working with Ia Dubois and Lisa Coutu on a Statement of Principles regarding Lecturers; if this is approved by the FCFA and the Senate Executive Committee, Lea Vaughn, John Junker, and Chip Haley will write the Code and it will go to the Faculty Senate for approval.

The statement aims to improve the climate for Lecturers, to eliminate injustices, and to give Lecturers more opportunities for advancement. The goal is to create a Lecturer track that would include steps from Lecturer to Senior Lecturer to Principal Lecturer. So far, everyone who has seen the plan favors it, including the administration.

Bob Waaland speculated that perhaps under the new principles Lecturers could be evaluated on what they actually do, rather than being evaluated based on professors' duties that really don't apply. This is also true of Research faculty, who should be evaluated in different categories depending upon their departments and disciplines.

Krieger-Brockett commented that departments should develop their own evaluation forms specific to the duties required. The College of Engineering developed this kind of evaluation and it has been in use for
several years. She will recommend to the subcommittee that they consider adding to the Statement of Principles that Lecturers should develop their own Basic Data form for Evaluations.

Helen Remick added that counts of Lecturers are available on the Web at washington.edu/admin/eoo/aareoprts.html, categorized by gender and ethnicity.

**Counter Offer Policy**

Departments who make counter offers to faculty who are being wooed by other institutions traditionally participate financially in funding the offer; this can - though it does not always - affect the pool of merit money for all faculty members and can also affect the matching money for grants.

Departments are supposed to have a policy for considering and implementing counter offers, but many do not have such a policy; thus, a decision that affects many is decided by a very few. In the absence of a departmental policy on counter offers, FCFA is proposing a default policy that says all faculty members in a department shall vote on counter offers. How would this policy work in actual practice? Krieger-Brockett would like SCFW members to consider the effects of this policy and give feedback to FCFA.

Would there be some legal liability for faculty members who vote down a counter offer? And what would happen in cases where one faculty spouse receives a counter offer and the other does not? In a tight budget year, there may not be many counter offers. But there will still be some, since not all faculty members are paid by state funds.

The default policy may make decisions more "grassroots," but perhaps faculty members don't want to be liable for their votes. If everyone is going to vote on these issues, faculty members need to be cognizant of how their vote (either for or against the counter offer) could affect someone else's life.

**Unit Salary Adjustment Policy**

FCFA is also looking at the Unit Salary Adjustment policy, which would grant raises to entire units that are outstanding in quality but underpaid. Under discussion is a policy that states that all units have the opportunity to be considered, that quality counts, and that the review process should be triggered by the 10-year review of each unit.

This policy only addresses the State portion of salary funding - no soft money is involved - and units would distribute the increases as they see fit. The definition of "unit" should be made very clear, as well. Krieger-Brockett would like SCFW to review the policy and send feedback to her.

**Childcare Update**

Remick said that a questionnaire [when, Helen?] found that UW faculty and staff have about 6,000 children who are potential candidates for childcare. Randi Shapiro from the Work/Life Office is working with SCFW and PACW to increase childcare resources. Under discussion are the following issues and possibilities:

**Trip-reduction**

The trip-reduction plan could provide more leverage for the development of childcare resources:

- On-campus childcare: Those who need to take children to childcare often take routes that make it impossible to use public transportation. How many car trips would on-campus childcare eliminate?
- Park-and-ride lots: If childcare centers were located in churches that offer their parking lots for DOT park-and-ride lots, how many car trips to campus might be eliminated?
On the University of Oregon campus, a donor has funded an on-campus childcare center. Is this a possibility for the UW? Can SCFW work with the UW Development Office to make this happen?

**Newly-built space**
- Eldercare centers have been effectively combined with childcare centers. Could the new University Retirement Center in Issaquah include childcare facilities?
- If there is a light rail station at the UW, could a childcare center be included in the same building?
- Street-end parks that mitigate storm overflows might be another possibility for childcare sites; grant monies are available for the development of these sites.

**New uses of existing space**
- When the Law School moves into its new building, what happens to its present building on Campus Parkway? Is this a possibility for a childcare center?

**Parental Leave**

PACW is preparing brochures to explain parental leave - SCFW can help with a list of Frequently Asked Questions. Krieger-Brockett wants input on this project, and has supplied members with a grid that explains parental leave.

The meeting was adjourned at 3:15 p.m. *Minutes by Linda Fullerton, Recorder.*