Chair Sandra Silberstein called the meeting to order at 12:40 p.m.

The minutes from November 9th were approved unanimously.

Chair Silberstein began the discussion and group review of the FCWA benchmark and survey reports. She reported the results of her conversation with Kate Quinn regarding confidentiality. She confirmed with Kate that all information that could allow the respondent to be identified should be removed.

Chair Silberstein reported that she made the changes FCWA suggested at the last meeting. The revised documents have been circulated among the Council members. She announced that she will meet with the Provost in the second week of January to give her the “red flag” survey information.

Chair Silberstein asked FCWA for feedback on the draft of her letter to the faculty, which will accompany the survey when it is distributed to all voting faculty. FCWA members provided detailed feedback on the draft.

Chair Silberstein thanked Olmstead and FCWA for their hard work on this project.

FCWA discussed their meeting schedule for the rest of the year. The Council agreed to meet once a month on a Monday in the middle of the day. The Council agreed to start at 12 noon in the Winter Quarter to accommodate a member’s schedule.

FCWA members engaged in a discussion of the Council’s priorities for the rest of the year. The list of issues considered includes: the qualitative experience of the tenure and promotion process, the status of research faculty, the status of lecturers, and School of Medicine issues which were brought to light by responses to the survey.

Chair Silberstein noted that David Lovell also has an interest in research faculty issues and that he recently made a presentation on this topic at a Faculty Council on Research meeting. Given that Council’s interest, Chair Silberstein suggested that they could be allowed to take the lead on this issue.
FCWA discussed the feedback they received from SOM faculty in the areas of: flexible options, service, mentoring, career advancement, and teaching. After quickly reviewing the data during the meeting, Olmstead reported that about equal numbers of men and women from SOM responded to the survey.

FCWA discussed lecturers’ status in their departments and related issues, such as whether they are disproportionately vulnerable to budget cuts, whether they have higher teaching loads than other instructors, and whether the majority of them are women. Olmstead quickly looked up the statistics for lecturers’ gender by department. From this brief survey of some departments, it appeared that the majority of lecturers are women.

FCWA members agreed that focusing on the status of lecturers would produce valuable information and that this is an important topic. Council members agreed to work on a quantitative survey of lecturers for FCWA’s next project. The Council will also invite a few lecturers to a future FCWA meeting to provide their input and perspective.

Iarocci agreed to ask a few of her lecturer colleagues to attend a future meeting. It was also suggested that Gandara and Baltan Brunet might be able to identify lecturers from SOM who would be able to attend a future meeting.

FCWA discussed the timeline for the lecturer survey. The goal will be to send it out before the end of Winter Quarter and then continue working on the project in the spring.

The Council discussed the possibility of matching this project with an intern. Chair Silberstein agreed to contact Luis Fraga and Sheila Edwards Lange for assistance with this matter.

The meeting was adjourned at 1:55 p.m.

*Minutes by Kristy Carter, Faculty Senate, kcarter4@uw.edu*

Present: Faculty: Olmstead, Silberstein (Chair), Iarocci, Mescher,

*Ex Officio Reps:* Raftus, Pearl, Barriga, Yee

Absent: Faculty: Habell-Pallan, Paun, Baltan Brunet

President’s Designee: Basu

*Ex Officio Reps:* Guss, Roosen-Runge

Regularly Invited Guests: Gandara