University of Washington  
Faculty Council on Women in Academia  
October 5th, 2018  
11:00 a.m. – 12:30 p.m.  
OUGL 320

Meeting Synopsis:

1. Call to order
2. Welcome and introductions
3. Council orientation – Joey Burgess, Faculty Senate Office
4. Review of the minutes from June 1st, 2018
5. FCWA priorities and goals 2018-19
6. Good of the order
7. Adjourn

1) Call to order

The meeting was called to order at 11:00 a.m.

2) Welcome and introductions

Members of the council introduced themselves. Three faculty members were new members on the FCWA: Carrie Brennan (Education), Judy Chen (Medicine), and Lawrence Goldman (Chemistry).

3) Council orientation – Joey Burgess, Faculty Senate Office

Joey Burgess (Assistant to the Secretary of the Faculty, Faculty Senate Office) gave an orientation to the council relating to the framework for its work within the Faculty Senate and the larger university. He used a PowerPoint as part of his presentation (Exhibit 1).

4) Review of the minutes from June 1st, 2018

The minutes from June 1st, 2018 were approved as written.

5) FCWA priorities and goals 2018-19

The council discussed its goals and priorities for the academic year (2018-19).

    Revising student course evaluations

Angotti explained that she and the chair of the Faculty Council on Academic Standards (FCAS) discussed student course evaluations and the ongoing initiative to revise related forms/systems, and it was recommended that the FCWA evaluate the initiative separately from FCAS.
It was noted that at UW Bothell, each course taught is evaluated annually using course evaluations (in addition to other methods), though the Faculty Code mandates that only a single course in a unit must be evaluated each year. A member noted results from a related study on the use of student course evaluations had shown that simply changing the listed name of the instructor in an online STEM course to a traditionally female name may result in a lower-rated course than the male name (without changing anything else in the course).

A member questioned what could be done to limit the impact of bias in course evaluations; it was noted it is not yet clear how to avoid bias against women in those systems. Angotti noted FCWA might look to see how evaluations are being used – are they being used to determine things like tenure for faculty, as members noted this is problematic. Another member added that studies show teaching evaluations are biased against women, minority, and international faculty, and even sometimes biased against faculty with foreign accents. She noted the way this tool (course evaluations) are being used at the UW is ineffective, and noted it is wise for the university to take on this matter. A member asked what the alternative is to using course evaluations to garner the student perspective on academic content or what is in use at other universities that do not institute course evaluations; members did not know.

Angotti reiterated the topic is one the FCWA has been asked to take on this academic year.

**LGBTQ employment question/data tracking**

A member noted she would like the FCWA to address the topic of adding a question for new employee hires inquiring into if the employee is LGBTQ (Lesbian Gay Bisexual Transgender Queer/Questioning).

A member noted it seems a legal liability for the university to not be asking this question, as LGBTQ people are a protected class of U.S. citizens. It was noted there may be a fiscal barrier to implementation of the idea. A member noted response rates may be low relating to this question and good data may not be retrieved, though naturally this would be evaluated if the question was added. A member explained when individuals are hired and on-boarded at the UW, various pieces of information are captured through the university’s financial and human capital software system, Workday, which might be a viable method for storing this information relating to new employees. It was noted there may be a problem in keeping the information private, or a barrier concerning liability relating to discrimination.

**National stage and impact on students and faculty / Title IX**

A member recommended the FCWA address the question “how safe do women feel on UW campuses.” There was some discussion of politics at the federal level relating to defined protections under Title IX for addressing instances of sexual harassment on U.S. higher education campuses. Angotti noted the FCWA would invite Valery Richardson (University Title IX Coordinator) back to the council to update on matters discussed during the past spring (2018).

**Maternity leave for faculty**
A member raised the topic of maternity leave and evaluating a faculty member’s body of work given the absences maternity leave produces, and the intersection of this with current language in the Faculty Code. Another member noted in her unit, a year of absence for maternity leave is not considered a part of promotion, though it is not clear this is replicated in other units on campus. A member noted all UW Schools need to have “comprehensive and positive” policies for women and men who adopt a child, birth a child, or foster a child. It was noted a solution should not involve removing positive policies for men currently in place. There was some discussion of UW Tacoma and its maternity leave policies; it was noted the Faculty Affairs Committee at UW Tacoma had worked on the topic recently. A member recommended FCWA address promotion policy as it relates to maternity leave, specifically.

**Hiring and promotion of women faculty at the UW**

Angotti recommended FCWA review data on UW academic personnel demographic trends, as the data for the previous year will become available on October 31, 2018. Other members agreed the data should be viewed in a future meeting.

Some comments were made that women are asked to participate more frequently in university service than men. A member explained related literature suggests male faculty are more likely to be promoted than female faculty, and she would recommend the FCWA evaluate potential reasons for this. Another member noted men tend to be asked to participate on/in leadership committees/communities, which can bolster their promotion dossiers, but women are generally not invited/do not engage in those activities at a similar frequency. It was noted another likely explanation may simply be discrimination, and teaching evaluations were used as an example.

A member recommended that the Faculty Senate take on this topic via a new task force. It was noted if women faculty who have faced these issues (at the UW or elsewhere) could be identified, they could be directly asked about their experience. It was noted the demographic data available through the UW Biportal effectively shows quantitative data (what), but does not show qualitative data (why). It was noted encouraging faculty to review this data, especially faculty in Schools with severe issues, might be one goal of the FCWA this year. A member posed that Deans be asked to provide information to faculty in their Schools/Colleges on recent promotions and the gender of those faculty who were promoted.

**Conclusion**

Members were asked to identify their top-priority topics for the FCWA to address during 2018-19. Results are as follows:

- Paladin – Promotion of women / adding employment question
- Bergman – Promotion of women/ adding employment question
- Umphress – Course evaluations and promotion of women (tied together)
- Miranda – Course evaluations
- Beard – Hiring and promotion of women / course evaluations
- Brennan – Women promotion and course evaluations
Angotti summarized and members agreed the council is most interested in adding the LGBTQ question for employment, and tying together the topics of student course evaluations and promotion of women faculty.

6) Good of the order

Angotti noted FCWA will review new faculty demographic data in the council’s next meeting. A member recommended a visiting professor join FCWA in a future meeting to discuss bias in course evaluations. Umphress was asked to share with other members a previously-mentioned “statement” relating to adding the LGBTQ employment question.

7) Adjourn

The meeting was adjourned at 12:15 a.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: Faculty: Robin Angotti (chair), Elizabeth Umphress, Angelisa Paladin, Margo Bergman, Carrie Brennan
Ex-officio reps: Lynly Beard, Wendy Star, Angelia Miranda
President’s designee: Susan Camber

Absent: Faculty: Sarah Prager, Mariam Moshiri, Whasun Chung, Tyler McCormick, Judy Chen
Ex-officio reps: N/A

Exhibits
Exhibit 1 – Orientation to University Faculty Councils.pptx
Orientation to university faculty councils

JOEY BURGESS, UW FACULTY SENATE OFFICE
Welcome to the Faculty Senate

- George Sandison, Faculty Senate Chair
- Joe Janes, Faculty Senate Vice Chair
- Thaisa Way, Chair, Senate Committee on Planning and Budgeting
- Mike Townsend, Secretary of the Faculty
- JoAnn Taricani, Faculty Legislative Representative
- Jordan Smith, Assistant to the Chair
- Joey Burgess, Assistant to the Secretary
- Lauren Hatchett, Council Support Analyst
Faculty councils

- Address issues of the faculty as a whole for the general welfare of the university
- Standing committees appointed by the Senate Executive Committee and confirmed by the Faculty Senate
- Advise both the provost and the Senate Executive Committee on issues of faculty and university concerns

Roles include:
- Prepare legislation and resolutions to the Senate Executive Committee
- Submit reports to the senate chair
- Receive and make recommendations on behalf of university faculty
- Request information/assistance and appoints ad hoc committees to address university concerns
- Receive reports from university administrators and provides recommendations/feedback
- Represent faculty through service on university-wide committees
Faculty councils and subcommittees

- Academic standards
  - Admissions and programs (SCAP)
  - Admissions and graduations (SCAG)
  - Honors
  - UW Curriculum Committee (UWCC)
- Benefits and retirement
  - Family Leave
- Faculty affairs
- Multicultural affairs
- Research
  - Classified/restricted research
- Student affairs

- Teaching and Learning
  - Best Practices in Online/Hybrid Teaching and Learning Environments
  - Cataloging Assessment and Improvement of Teaching & Learning Across Colleges
  - Teaching and Learning Effectiveness for Part-Time Lecturers
  - Diversity- and Equity-Informed Pedagogies
- Tri-campus Policy
- University facilities and services
- University libraries
- Women in academia
Council membership

- Voting members of the university faculty (3-year terms)
  - Appointed by the Senate Executive Committee
- President’s designees (1-year terms)
  - Appointed by the president
- Ex officio members (1-year terms)
  - Associated Students of the University of Washington (ASUW)
  - Graduate and Professional Student Senate (GPSS)
  - Association of Librarians of the University of Washington (ALUW)
  - Professional Staff Organization (PSO)
Faculty council chairs

- Provide leadership of council activities and meetings
- Represent university faculty and their concerns to stakeholders across UW
- Work closely with Faculty Senate leadership to pass legislation/resolutions
- Work with other council chairs on issues that impact multiple stakeholder groups
- Serve as ex officio voting members of the Faculty Senate
Meetings

- Meetings last 1.5 hours
- Quorum is 50% of all voting members
- When quorum is met councils can take official actions (approve minutes/legislation/etc.)
- When quorum is not met councils can still meet, but not take official action on agenda items
- Ex-officio representatives vote on some councils, and do not vote on others
Google drive

- Used to host council meeting materials and facilitate council collaboration
- No securities on folders, all are accessible via a hyperlink sent in meeting announcements
Senate legislative process – class A

- “All changes to the Faculty Code”
- Begins with a faculty council
- Approved by the Senate Executive Committee (1st round)
- Approved by the Senate (1st round)
- Reviewed by the code cops and the president
- Approved by the Senate Executive Committee (2nd round)
- Approved by the Senate (2nd round)
- Approved by a full faculty vote
- Approved by the president
Senate legislative process – class A

- Professor of Practice
- Faculty Salary Policy
- Updates to the Faculty Code
- Academic Freedom and Responsibility
- Modifying Procedures and Promotions
Senate legislative process – class B

- “Legislation that is not class A”
- Begins with a faculty council
- Approved by the Senate Executive Committee
- Approved by the Senate
- Approved by the president
- Legislation is sent to the full faculty for feedback
- If less than 5% of voting members object, the legislation is approved
- If 5% or more object, the legislation returns to the senate to consider feedback
Senate legislative process – class B

- Updates to Scholastic Regulations Chapters 101-117
- Revisions to Student Conduct Code
- Revisions of Scholastic Regulations to create a diversity graduation requirement for undergraduates.
- Revisions related to Scholastic Regulations.
- Procedures related to Honorary Degrees.
Senate legislative process – class C

- Senate resolutions, not legislation
- Begins with a faculty council
- Approved by the Senate Executive Committee
- Approved by the Faculty Senate
- Announced to the entire voting faculty
- Non-binding; therefore used sparingly to support specific policy actions or garner awareness on exceptional issues

Alternatives to Class C’s:
- Collaborating with other councils
- Consulting with Senate Leadership to find the most effective way to address the issue
Senate legislative process – class C

- Resolution Concerning Transgender Coverage
- Resolution Concerning University of Washington International & English Language Programs Extension Lecturers
- Resolution Addressing Faculty Demographic Concerns
- Resolution Concerning Repairing Shared Governance and the Faculty Salary Policy
- Resolution Concerning the Provost Search Process
- Resolution Concerning the Faculty Fund for Library Excellence
Questions?