Meeting Synopsis

1. Call to order

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

2. Review of the minutes from October 5, 2018

The minutes from October 5 were approved as written.

3. Information sharing: FCWA Charge Letter (Angotti) and Faculty Council Chair Luncheon (Umphress)

Angotti, the chair, met with the Faculty Senate Chair to discuss the council’s charge letter (Exhibit 1). The Faculty Senate Chair was supportive of the additional work that the council plans to take on.

Elizabeth Umphress attended the Faculty Council Chair luncheon on behalf of the chair. Umphress shared that the council chairs discussed student course evaluations. In particular, there was some discussion around whether student course evaluations should be used for promotion and tenure decisions. Council chairs also discussed how the current evaluation could be updated/changed to better serve faculty and student learning. Faculty Senate Chair and Faculty Senate Leadership have requested that councils send two representatives to form a task force to further discuss these issues. The chair of
the Faculty Council on Multicultural Affairs, Brenda Williams, is also looking into promotion and tenure of faculty members of color. The chair will reach out to connect with Williams.

4. **Next steps (concrete) for goals for next year – should we attack all of them at once or do it one at a time?**

The chair asked the council to discuss the following goals and which goal(s) should be prioritized. A member commented that the work needed for the student course evaluations goal will take place in the task force (in partnership with other councils). The council agreed that the council could focus on the promotion of women faculty first.

   a. **LBGTQ question**
      i. What are the next steps?
      ii. Volunteers to take on parts?

   Umphress presented a proposal (Exhibit 2) encouraging the University to collect and publish demographics on the lesbian, gay, bisexual, and transgender (LBGT) academic personnel community.

   The chair reminded the committee that in the previous meeting that the council discussed collecting data on protected class. The chair further asked if the council felt they had the bandwidth to move forward with this issue and ultimately write/propose legislation to the Faculty Senate.

   A member asked if it was appropriate to invite an academic HR guest to provide background information and feasibility of collecting this information. The chair will invite a representative (contact Cheryl Cameron, Vice Provost for Academic Personnel) to a future meeting. A member noted that academic HR may push back on this request.

   b. **Student Course Evals**
      i. What are the next steps?
      ii. Volunteers to take on parts?

   The chair asked for two volunteers for the task force – Margo Bergman and Tyler McCormick volunteered.

   c. **Promotion of Women faculty**
      i. Dashboards (if they have been updated) and statistics
      ii. Research articles
      iii. What are the next steps?
      iv. Volunteers to take on parts?

   The chair shared data she pulled from the University Business Intelligence (BI) Portal (http://itconnect.uw.edu/work/data/use-data/bi-portal/) and discussed the breakdown and disparity of gender representation across the University. The dashboard should be updated with 2017 data later this year. The chair created a separate dashboard using Tableau. The chair wants to use this data to communicate discrepancies in promotion (and salary) of women faculty members at the University.

   A member commented that this information is not surprising, but that the first step is awareness and the second step is action. This member recommended that the council write a report.
A member asked if it was possible to get information from outside the University (at peer institutions). A member noted that these disparities are different across the UW campuses. The council discussed looking into peer institutions respective to their campus.

- Bergman will send the chair UW Tacoma peer institutions.
- The chair will first dig into data at the UW, then peer and aspirant schools, and then best practices
- The chair will reach out to UW Institutional Research for the most relevant/recent data.

A member commented that the council should also consider academic career fields that are not male dominated (across the campuses, schools, and departments). Another member noted that the medical school has presented similar data.

A member asked if there should also be a lit review should also be done. Another member suggested looking at qualitative data as well as quantitative data to explain other variables (negotiation, maternity leave, illness, etc.). The chair noted that if we want to be the faculty of 2050 we need allow women to work and have children. Maternity leave is not an acceptable reason disparities. Women are asked to do more service in order to receive promotion, and are punished if they do not.

The chair asked for the council to consider what they want the outcome of this to be, and she also asked for the council to dig into the literature.

5. **Good of the order**

Nothing was stated.

6. **Adjourn**

The meeting was adjourned at 12:30 p.m.

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*Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst*

**Present:**

- **Faculty:** Robin Angotti (chair), Elizabeth Umphress, Margo Bergman, Carrie Brennan, Tyler McCormick, Judy Chen  
- **Ex-officio reps:** Wendy Star, Arwa Mokdad  
- **President’s designee:** Susan Camber

**Absent:**

- **Faculty:** Angelisa Paladin, Sarah Prager, Mariam Moshiri, Whasun Chung  
- **Ex-officio reps:** Lynly Beard

**Exhibits**

Exhibit 1 – fcwa_chargeletter_2018-19_draft.docx  
Exhibit 2 – LGBT academic personnel.docx
September 16, 2018

Robin Angotti, Chair  
Faculty Council on Women in Academia

Dear Professor Angotti:

The Faculty Council on Women in Academia is charged with responsibility “for all matters of policy relating to the interests of women” (Faculty Code, Sec 42-47).

Our recommendation is that the council identify specific goals that can be accomplished by the end of the 2018-19 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and/or topics for discussion include:

- Provide feedback on revision to Student Evaluations initiative led by the UW Office of Educational Assessment
- Continue to monitor development of new capital projects with an emphasis on addressing campus wellness room shortages

After your first council meeting, we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate website to communicate the important work you are doing on their behalf.

Sincerely,

George Sandison  
Chair, Faculty Senate

/jmb
We would like to encourage the University of Washington to collect and publish demographics on the lesbian, gay, bisexual, and transgender (LGBT) academic personnel community. Such demographics are consistently disseminated for other protected classes on campus. Because this information provides a legitimate employment benefit, we encourage the University of Washington to begin collecting demographics on LGBT academic personnel in part because not doing so could risk liability for discrimination.

When the university collects demographics on academic personnel, the Office of the Vice Provost for Academic Personnel releases an annual “Fact Sheet” to highlight the breadth and diversity of the university’s staff. The Fact Sheet notably precludes any information on the prevalence of LGBT academic personnel. Although the university’s federal contract requires collection of some demographics—including race, gender, disability, and veteran status—the university also freely collects and releases information on age and prevalence of international scholars, including their countries of origin and visa type.

In disseminating this important information, the Office of Academic Personnel’s stated mission is to support the “recruitment, appointment, on-boarding and reporting of the best, most diverse and innovative academic personnel” and the retention and advancement of the university’s academic personnel. Naturally, demographics are important in assessing the diversity of academic personnel on campus. Additionally, because visibility allows for better representation of communities and accountability for university representatives, the data collection also assists in retention of minority personnel.

Through selecting only specific groups for data collection and publishing, the university provides employment benefits based on protected class identity. Such data is a tangible benefit to employment, as it visualizes the scope of the community on campus and allows for proper representation. For example, publishing LGBT employee prevalence provides a sense of acknowledgment and acceptance for gay and transgender academic personnel. Currently, the benefit of visibility and appreciation is conferred to only select groups on campus.

The university’s choice to not collect demographics on LGBT academic personnel persists against a background of historic discrimination. For centuries, this discrimination has left the community with no option but to remain marginalized and concealed. LGBT people have faced discrimination in all realms of life, including housing, healthcare, and employment. This phenomenon is prevalent and ongoing, with the current federal administration rolling back

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protections for gay and transgender students, workers, and patients. The administration has also refused to appoint an LGBT liaison for the White House, prioritized religious freedoms over public accommodation laws and equal access to services, and even attempted to re-segregate the military on transgender status.

In addition to these modern attacks on LGBT civil rights, the federal government has retracted Obama-era plans to count LGBT people in the United States census. This is an intentional technique to marginalize LGBT individuals and assure that the community remains unseen, and therefore, unrepresented. In short, “[t]o go uncounted in our society is to be unseen by our policymakers.” The same is true for visibility in the workplace; through failing to collect demographic information on LGBT academic personnel, we are further marginalizing the community.

The Office of Equal Opportunity and Affirmative Action states that it “supports the University’s compliance with the law and spirit of equal opportunity and affirmative action as it relates to . . . sexual orientation [and] gender identity or expression.” This statement explicitly recognizes the university’s responsibility to provide equal affirmative action services, including demographic dissemination, to and for LGBT academic personnel.

To comply with the university’s stated mission, the university should collect demographic data on LGBT academic personnel. Such collection would not only assist in bridging historic inequalities; it would also provide gay and transgender academic personnel the same benefits of employment. In addition, the university would further its own stated mission of diversifying and retaining world-class academic personnel. Therefore, the University of Washington should take steps to recognize LGBT academic personnel by collecting and publishing demographics on par with other protected classes of employees.

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