University of Washington  
Faculty Council on Women in Academia  
February 1, 2019  
11:00 a.m. – 12:30 p.m.  
OUGL 320

Meeting Synopsis

1. Call to order
2. Review of the minutes from November 2, 2018 and January 4, 2019
3. Discuss National Academies study
   a. Update on meeting with Sharona Gordon
4. Discuss possibility of creating and implementing another survey / data update
5. Upcoming meetings with other faculty councils
6. Good of the order
7. Adjourn

1. Call to order

The meeting was called to order at 11:15 a.m.

2. Review of the minutes from November 2, 2018 and January 4, 2019

Due to a lack of quorum the minutes were not approved.

3. Discuss National Academies study
   a. Update on meeting with Sharona Gordon

Angotti, the chair, updated the council that she met with Thaisa Way, Senate Committee on Planning and Budgeting Chair, and Sharona Gordon, Physiology and Biophysics Professor, to discuss the National Academies of Sciences, Engineering and Medicine recent report on sexual harassment of women. The President was asked to sit on a National Academies panel to share work that the University of Washington is doing around mitigating sexual harassment, specifically in STEM fields. Way, Gordon and the chair discussed who, at the University, could provide additional insight to this issue.

Elizabeth Umphress shared that she also attended a meeting on a climate survey, paid for by the University, which an outside company (Rankin and Associates) will conduct next fall. Umphress is on a committee to help develop the survey. The Provost wants a response rate of 40 percent (for faculty, staff and students). The council will think of specific questions that will better illustrate why there are inequities between gender, ethnicity, position, etc. The council discussed issues that women may face at the University, and why they may choose to leave the University (retention issue).

4. Discuss possibility of creating and implementing another survey / data update

The council discussed the merits of producing an updated version of a Career Cycle report that the FCWA produced in 2009. The chair asked the council (if they have access) to dig into the BI Portal and bring back interesting findings to the next meeting. A member expressed that in finding more data, the
council may see that promotion rates have not changed. The member further noted that if the council produces a new report it should make recommendations in an effort to change the data in the next ten years. A member suggested addressing HR issues around paid family leave (including timing around summer quarter).

Next steps:
- The chair will contact - Mindy Kornberg (Vice President for Human Resources) and Cheryl Cameron (Vice Provost for Academic Personnel)
- The chair will reach out to Stephan Siegel, Chair of Faculty Council on Retirement and Benefits
- Members will collaborate and gather shared experiences

5. Upcoming meetings with other faculty councils

The chair will attend the next Faculty Council on Faculty Affairs meeting and a Faculty Council on Multicultural Affairs meeting.

6. Good of the order

Nothing was stated

7. Adjourn

Meeting was adjourned at 12:30 p.m.

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

Present: Faculty: Robin Angotti (chair), Elizabeth Umphress, Tyler McCormick
Ex-officio reps: Lynly Beard, Arwa Mokdad, Wendy Star
President’s designee: Susan Camber

Absent: Faculty: Angelisa Paladin, Sarah Prager, Mariam Moshiri, Whasun Chung, Margo Bergman, Carrie Brennan, Tyler McCormick
Ex-officio reps: N/A