Meeting Synopsis

1. Call to order
2. Chair’s Updates
3. Review of the minutes from November 13, 2020 and December 11, 2020
4. Board of Deans – update from Elizabeth Umphress
5. Title IX work discussion
6. New legislation on T & P process
7. Good of the order
8. Adjourn

1. Call to order

The meeting was called to order at 11:02 a.m.

2. Chair’s Updates

The FCWA Class A legislation is in process of faculty review. Will be working with FCFA on legislation revisions.

3. Review of the minutes from November 13, 2020 and December 11, 2020

The minutes from November 13, 2020 and December 11, 2020 were approved as written.

4. Board of Deans – update from Elizabeth Umphress

Elizabeth Umphress met with the faculty senate chair and presented details of the Class C resolution related to caregiving support for faculty with the Board of Deans. The UW Provost and President have acknowledged the importance of the problem. They have guaranteed starting funds to support caregivers and those negatively impacted by COVID-19. UW leadership is open to many of the recommendations from the FCWA Class C. Leadership also emphasized the use of asynchronous instruction. Deans are interested in addressing this immediately. While there is no university coordinated response, any action would be at an individual dean level. Current funding released is only for the Seattle Campus and cannot be used on other campuses – UW is looking at ways to incorporate those funds on Bothell and Tacoma.

Chair Bergman noted UW Tacoma is merging classes but is facing participant limits on Zoom. Faculty may need to inform deans about expanded zoom licenses, which have extra costs but allow for more students to join.
Lauren Lichty noted a UW Bothell Vice-Chancellor announced there will be funds available for caregivers at $175,000.00. Schools were asked to write proposals on the use of funds by Jan 15th. Lichty asked council members to review the proposals and suggest additional considerations.

5. Title IX work discussion

The Title IX office is working on a new LMS (learning management system) on faculty/staff diversity training. A guest mentioned there are no standards on individual or department equity reports and there is no penalty for inadequate support. It was noted that Deans should be accountable for the numbers of their diversity hires. Tracking that information influences the hiring of diverse faculty.

6. New legislation on T & P process

Members noted interest in tying diversity statements, such as in the FCMA Class A legislation on diversity statements, to annual reviews. Members are interested in making substantive changes to the T & P process in waves by making diversity statement annual reviews tied to merit.

7. Good of the order

The chair will integrate diversity training ideas into a shareable padlet platform for the council.

Chair Bergman will invite the Title IX training group to follow up for an update.

It was noted that central UWHR has stated they are not allowed to receive caregiving funds unless it comes from donor bases. Caregiving is labeled as a personal benefit. Members would like to include this as a standing agenda item in FCWA. The NIH and other institutions will let grant money to be used for caregiving, but UW will not. Members considered if this would be a State legislative issue, as actual law or interpretation of the law.

The council will also consider working with additional faculty councils to review where additional support is necessary on council work.

8. Adjourn

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

Minutes by Alexandra Portillo, xanport@uw.edu, council analyst

Present: Faculty Code Section 21-61 A: Margo Bergman (chair), Pamela Mitchell, Lauren Lichty, Elizabeth Umphress, Samantha Robinson, Ankur Suri
         Faculty Code Section 21-61 B: Keiko Hill, Dani Smith, Clara Coyote, Rachel Smithers
         Guests: Melissa Knox, Andrea Joseph

Absent: Faculty Code Section 21-61 A: Whasun Chung