Meeting Synopsis:

1. Call to order
2. Review of the minutes from May 1, 2020
3. Chair’s updates
4. Pay Discrimination Legislation
5. Title IX Regulations
6. Next year agenda
7. Good of the order
8. Adjourn

1. Call to order

The meeting was called to order at 11:05 a.m.

2. Review of the minutes from May 1, 2020

The minutes from April 3, 2020 and May 1, 2020 were approved as written.

3. Chair’s updates

Chair Bergman started discussion on the most recent UW climate survey. The response rate was noticeably small across all campuses. A member highlighted the 15% of respondents who noted they encountered sexual harassment or unwanted sexual advances. These results demonstrate the need for implicit bias training on all campuses.

4. Pay Discrimination Legislation

Elizabeth Umphress shared a draft of legislation to the council for discussion regarding the removal of pay discrimination toward women and minority individuals at UW.

Members noted their agreement and appreciation of this work. A member questioned if there would be a negative reaction when looking at information on protected classes, state funded pay, or unit pay not publicly available. There was continued discussion on how to capture personal data, with possibilities such as an optional self-report data to promote the removal of inequity. It is important to focus on who will do analysis and see this data.

There was conversation about including a message on merit pay bias in the legislation. Some departments at UW use “years since PhD” as an indicator for merit-based pay. Council members would like to include information specific to how discrimination shows up such as documenting and demonstrating the ways merit is leveraged to force a shift in the gaps. A member noted that accountability and transparency reduced discrimination by 7%. Suggestions included a new position or group to analyze these reports of pay changes. Council members also considered submissions of this analyzed information to FCWA, FC Multicultural Affairs, FC Faculty Affairs, and the Faculty Senate to ensure accountability.

5. Title IX Regulations

Chair Bergman noted the new rules in place due to federal changes in Title IX regulations.
Rules are currently being challenged by UW and other universities in court at the state level. A member mentioned there was discussion to move all Title IX regulations to off-campus bodies, but cost is a deterrent to hire external oversight. Members noted their disappointment with these Title IX changes.

There were considerations to have FCWA support the push on faculty training. FCWA will invite the Title IX office to meetings next year and encourage the Title XI Steering Committee to provide FCWA a representative seat.

Student representatives will reach out with questions and comments on Title IX changes.

6. Next year agenda

Chair Bergman asked council members to provide topics of interest for FCWA to address in the next academic year. These include:

- Include pay discrimination legislation as a topic to bring before the faculty senate.
- Class A legislation to push forward at the beginning of Autumn Quarter 2020-21.
- Have standing agenda items (as an accountability body and partnership)
- Have members from the Campus Climate Oversight Committee to join a FCWA meeting in Autumn 2020 (Nov/Dec) with other interested faculty councils
  - Applying for access to climate survey data next year
  - Discussion to re-take climate survey in 2 years rather than 5 years

7. Good of the order

Chair Bergman thanked the council members for their dedication to FCWA. Members noted their appreciation for the Chair and their successful work this year.

8. Adjourn

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

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

Present: Faculty Governance Section 42-32 B: Margo Bergman, Elizabeth Umphress, Ankur Suri, Lauren Lichty, Samantha Robinson

Faculty Code Section 21-61 B: Alece Stancin, Andrea Joseph, Lynly Beard,

Absent: Faculty Governance Section 42-32 A: Whasun Chung, Kristelle Calma, Judy Chen, Tyler McCormick

Faculty Code Section 21-61 B: Pamela Mitchell