Meeting Synopsis

1. Call to order
2. Review of the minutes from June 5, 2020
3. Chair’s Welcome and Charge Letter review
4. FCWA Autumn 2020 Webinar
5. Good of the order
6. Adjourn

1. Call to order

The meeting was called to order at 11:12 a.m.

2. Review of the minutes from June 5, 2020

The minutes from June 5, 2020 were approved as written.

3. Chair’s Welcome and Charge Letter review

Chair Bergman began the meeting with council member introductions and updated the council on business from last year that will be finalized this fall at the SEC on October 5th.

The 2020-2021 charge letter was reviewed by the council (Exhibit 1). There was discussion on the draft pay discrimination legislation as noted on the charge, particularly the impacts from COVID-19. A member shared this draft document for council to review and feedback. This legislation is focused specifically on faculty. FCWA would also like to work with FCFA, FCMA, and other faculty senate groups to pass this resolution. Council members made edits and suggestions to the working document during the meeting. The chair will reach out to other schools and determine what similar legislation is being worked on. A member noted that zoom could provide flexibility on class times and sections that work with instructors’ schedules, but this remains different by each department. Council members will have one week to submit their responses.

Chair Bergman mentioned the faculty senate chair has encouraged FCWA’s request for a representative on the Title IX steering committee. It would be in the best interest of steering committee and faculty senate to have a faculty representative on that committee.

FCWA will also continue working with the policy and training subcommittee and campus climate oversight committee. The current structures initiating this work forward have been active during COVID-19. The council is also interested in discussing the campus climate survey this year. A member noted that the campus climate taskforce committee was told only one individual across the
UW would have access to the survey data for one year, rather than the UW administration. They will ask for a review of the IRB to confirm this information and update the council.

4. **FCWA Autumn 2020 Webinar**

The council was charged with hosting a webinar this Autumn 2020. Topics will include the burden of childcare and caregiving during COVID-19. FCWA will be coordinating the expert panel speakers. The Chair suggested a topic on “tips for faculty on conversations with managers about caregiving responsibilities”. Stress related to mental health was also discussed and connecting these issues to policy which UW can use to fix them.

A member noted that childcare and eldercare is a massive issue for UW employees. People moving their families, or their work, have caused great geographical issues as well. These issues may be more impactful on women with the long history of balancing homecare and work. A member remarked that skills on handling work from home should be a webinar topic, along with a conversation around retention rates.

Chair Bergman asked council members for topics they personally would like to address. A member stated that HR has a task force on caregiving and will be publishing information soon. Merit increase freezes on faculty and professional staff was approved in the July budget discussions. This will cause a problem for retention. Other council members mentioned the impacts on personal research from caregiving overloads. There needs to be a readjustment of expectations on research and adjusted expectations on merit.

Some members brought up concerns from the timing of having a webinar in relation to the 2020 presidential election. A tentative date near the end of October 2020 will be used to determine availability of panelists. A member suggested Nora Kenworthy from UWB to be an expert speaker.

5. **Good of the order**

Nothing was stated.

6. **Adjourn**

The meeting was adjourned at 12:31 p.m.

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

**Present:**  
**Faculty Code Section 21-61 A:** Margo Bergman (chair), Lauren Lichty, Samantha Robinson, Elizabeth Umphress, Ankur Suri  
**Faculty Code Section 21-61 B:** Pamela Mitchell, Keiko Hill,  
**Guests:** Leyla Salmassi

**Absent:**  
**Faculty Code Section 21-61 A:** Whasun Chung
Exhibit 1 – FCWA charge 2020-21
October 19, 2020

Professor Margo Bergman, Chair
Faculty Council on Women in Academia

Dear Professor Bergman:

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 2020-21 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:

- Pay discrimination legislation as a topic of transparency
- Have standing agenda items relating to Title IX work, as an accountability body and representative
- Determining topics for and hosting a webinar in Autumn 2020
- Have members from the Campus Climate Oversight Committee to join FCWA meetings with other interested faculty councils
  - Applying for access to climate survey data next year
  - Discussion to re-take climate survey more often

Many thanks to you and the members of your council, on behalf of Senate Leadership and the faculty of the University, for all your time and work this coming year. I wish you all the best and look forward to working with you.

Sincerely,

Robin Angotti
Chair, Faculty Senate