Summary:

During the 2019-2020 academic year, the Faculty Council on Women in Academia (FCWA) met eight times in regular meetings, conducting its routine business of all matters of policy relating to the interests of women. Details of these actions can be found in the meeting minutes, which are located on the council’s page on the UW Faculty Senate website. In addition to the routine business outlined above, the following non-routine business was conducted.

Major topics the council worked to address and/or completed during the year include:

❖ Capital Projects: UW Seattle Wellness Rooms

In March, Council members Samantha Robinson and Elizabeth Umphress attended a meeting hosted by UW Facilities at the new Health Sciences Education Building. They asked the UW Facilities representatives what the University’s plan is to integrate wellness rooms more broadly. From this meeting, along with other discussions in the year, we have decided to work with Doug Simpson, Facilities Project Engineer/Architect in UW Facilities, on including information in the Facilities Design Guide on Wellness Rooms.

❖ Letter to UW Transportation Services

One issue that came up during the year was changes to the parking mechanisms at the UW Seattle campus. This Council was particularly concerned about it because the ICT parking mechanism is used frequently by communicating parents, when they have doctor’s appointments, or school visits, for their children. We were also concerned that by not having a designated space in a specific building, this would reduce campus safety for women.

We wrote to Anne Eskridge, Director of UW Transportation Services, to address these concerns. She asked to attend our Council to reply, and we welcomed her. In March, she came, along with Eric Johnson (Associate Director, Transportation Services), Brent Curtis (Events Manager, Transportation Services), and Kay Doherty (Sales & Administration Manager, UW Transportation Services). They presented the rationale for the parking changes, along with specific details that could address our main concerns. They also indicated that they were equally concerned about safety, and accessibility, and that all UW faculty can reach out to them at any time. It was a very productive and reassuring meeting. These parking changes have since been put on hold with COVID-19 but are likely to be instituted in 2020-2021.

❖ Class A Legislation: transparency in the UW promotion and tenure process
In our first meeting of the year, we discussed various possibilities of what this would look like, as well as discussing them with Chadwick Allen, the head of the Office of Faculty Advancement, and Brenda Williams, the Chair of the Faculty Council on Multicultural Affairs, we determined that published criteria was the starting place for this work. We performed an analysis of the 19 major units of the three campuses, looking at whether they had published criteria on their website for promotion and tenure, and we found that only 11/19 units had criteria published.

From here, we discussed with the Chair of the Faculty Senate about options and determined that Class A legislation requiring publication of promotion and tenure guidelines would be the best way to proceed. After consultation with Mike Townsend, Secretary of the Faculty Senate, we drafted legislation, relating to Faculty Code, Section 24-54.B. This legislation was supported by the FCMA, and approved in our February meeting, for presentation in March to the SEC. By then, restrictions relating to COVID-19 had shut down standard University operations. The legislation could not move forward and will be reintroduced in the fall.

❖ Review of Title IX Efforts at UW

After some initial confusion about what this exactly entailed, the Council engaged in multiple activities this year to support Title IX work in general, and that of the Steering Committee.

In January a member of our Council, presented on the various entities that are responsible for, and oversee, the work related to Title IX at the University. One concern that this member, and others, had is that with so many groups, there is strong potential for overlap and unnecessary redundancy of effort. We discussed the possibility being a place of intersection for this work, to ensure that vision, policies, and implementation were all aligned. To begin, we invited the chairs of Training and Education Subcommittee and Policy Subcommittee of the Title IX Working Groups to join us. The Climate Survey Subcommittee had yet to convene. Kiana Swearingen, Prevention, Education, & Communications Manager, and Elizabeth Wilmerding, Counseling Services Coordinator, came in February to discuss training scenarios with us. The discussion was very productive, and we agreed to be a sounding board for their work as it continues.

In March, we invited the Chairs of the Policy Subcommittee, Barbara Van Ess (Director of Personnel Policy, School of Medicine) and Erin Rice (Assistant Vice President, Human Resources) to discuss policies, especially who is a “responsible employee”. We also extended our willingness to serve as a forum for listening and supporting their work.

❖ COVID-19

We reached out during COVID-19 lockdown to ensure that professional and classified staff were receiving information regarding financial and emotional support during this crisis time. Several Council members felt that the University did an excellent job stepping up immediately
for students and faculty, but were worried staff were less supported. We contacted leadership at all three campuses, and were reassured by their responses, as well as our own investigation of the support that became available as the crisis continued.

Council members during 2019-20 academic year

**Faculty Code Section 21-61 A:** Margo Bergman (Chair), Judy Chen, Whasun Chung, Lauren Lichty, Tyler McCormick, Samantha Robinson, Ankur Suri, Elizabeth Umphress

**Faculty Code Section 21-61 B:** Kristelle Calma, Lynly Beard

**Presidential Designee:** Not Appointed