Meeting Synopsis:

1. Call to order
2. Review minutes from October 14, 2020
3. UW Medicine Allies Program – Sharona Gordon
4. Chair’s Updates
5. Good of the order
6. Review and vote on restricted research proposal
7. Adjourn

1. Call to order

The meeting was called to order at 9:01 a.m.

2. Review minutes from October 14, 2020

The minutes from October 14, 2020 were approved as written.

3. UW Medicine Allies Program – Sharona Gordon

Sharona Gordon provided the council with information regarding the Allies Program at UW Medicine. They noted this program began when they started as faculty and continued when they moved to administration.

The program exists to address sexual and gender harassment in STEM. Gordon recommended that everyone needs to be responsible when eliminating harassment and it may require a culture change. More explicit kinds of sexual harassment tend to occur more often in environments with gender harassment. UW has Title IX and UCERO but they are underutilized. Data shows only 9% of incidents are reported and a large reason why women don’t report harassment is for fear of retaliation.

The Allies Program is not part of grievance or disciplinary process and is not meant to be the main way to address illegal harassment. The hope is to catch the form of harassment and bullying before it extends to outside intervention. The UW School of Medicine has an Allies program with 2/3 of their volunteers being faculty. They receive training in trauma informed peer support (truly mutual support) but are walking a fine line with using their position to support someone without reproducing the harm from a hierarchal power. Allies are constantly interacting with safe campus and health & wellness to understand what the process is like for trainees (PhD student/post doc) to utilize.

The Allies Program involves an advisory group (allies of 1-2 years) there to support trainees - they can better harness the institutional resources to meet the need of the trainee. The advisory group is 7 people (Gordon, 4 faculty, 2 staff). At the moment there are 46 allies who are identified through nominations of chairs and self-nominations. Although, not all are ready for serving as allies - likely closer to half that amount are able. They would like to handle 1 student per week/50 people per year out of
the 600 PhD students and more in post doc scholars. The goal of Allies Program is to support the people being informal allies in their work.

Through a post-service optional satisfaction survey, there has not been enough data to support a conclusion. However anecdotally, people are reporting satisfaction with the process. There are core competencies gained through optional reading groups and training. Most allies have good intentions but do not have training to support trainees. Allies in developing relationships with service providers are becoming the point-of-contact for faculty having difficulties with their trainees.

There have been difficulties marketing the program, but Gordon is working on informing people to utilize their services before a problem requires intervention and see this in other schools. They noted this is not a resource intensive program to run and trainings are not unique to any one school or environment. Training at a central level with spokes reaching into schools or colleges is ideal.

The lowest level of organization needs to involve an advisory group familiar with the faculty involved and should involve more than one department. Around 75% of cases have required support from outside of the trainee’s department.

A member asked about undergraduate students working in research environments, particularly as undergrads have the least amount of power on campus. Gordon noted the Allies Program has not advertised to undergraduates, but they are interested in that as undergrads may not comprehend workplace behavioral expectations. Gordon will investigate what support is currently available for graduates.

Gordon noted an emerging awareness of the gaps in this institution. They mentioned programing should not require people to prove something bad happened to receive help. Gordon coordinates a monthly meeting with 32 training grant directors and emphasized the need to increase marketing of the Allies Program. Cultural awareness training is used but while trainings only touch the surface of issues, regular debriefs discuss the actual cases from a previous term.

The Allies Program works closely with director of personal policy. Allies do not share names of trainees but will talk with HR, with direct permission of the trainee. This is made possible because trainees can trust their allies.

Some UWHR concerns were noted as PhD and post doc students are represented by unions. Union stewards have good relationships with allies and emphasize a careful line to keep allies in their own lane which makes labor relations positive. There is a real sense of teamwork and desire to do the right thing, which has worked great.

4. Chair’s Updates

Chair Kover updated the council on the community engaged scholarship (CES), which the council was charged to begin discussing the topic last year. The Class C resolution was drafted by Chair Marwick. They are currently working to define CES in terms of UW and other communities for an equitable and mutable exchange of knowledge. The highlighted challenges include coordinating across units or existing activities in UW. The next steps include confirming a definition and reconnecting with relevant parties. Chair Kover expects to have a workable draft for the December FCR meeting to begin sharing with stakeholders.

The chairs met with FCWA and FCMA to coordinate their work this year. It was noted the President and provost would be reluctant to reduce evaluation expectations as mentioned in the Class C resolution from FCWA. Chair Marwick will check with FCWA to determine if staff were represented in the document.

It was noted that the Bridge fund program is being flexible and extending the available funds for caregiving equity and those who face other burdens due to COVID-19.
Chair Marwick will be joining FCUL and FCTL, meeting with FCUL and FCTL to present the FCR legislation on Transparency in research and will ask for their endorsement.

A member updated the council on the provost’s taskforce in transparency in animal research. Letters have been sent out to prospective members for their participation and the taskforce will be configuring for a Winter 2021 meeting. This will be a standing council agenda item to receive updates. Mary Lidstrom noted the office of animal welfare is moving under the office of research in February 2021 and this is part of the reason the taskforce will be supported by the Office of Research.

Lidstrom updated the council on COVID-19 restrictions. The WA Governor announced new restrictions in November 2020. A message came out from the communicable disease committee reminding everyone that Higher Education is exempt from these restrictions. Department chairs have sent messages reminding people that these restrictions do not impact research, except for some human subject research. Clinical trials, or those who need to access healthcare facilities, are shutting down all non-essential departments and personal.

5. Good of the order

Nothing was stated.

6. Review and vote on restricted research proposal

In the previous meeting, Chair Marwick confirmed with Dr. Cynthia Ko that the publication delay requested by their funder is not a concern and the PI does not require any other assistance.

The council reviewed a restricted research proposal from the Georgia Tech Research Corporation. The project is funded by DARPA. The primary investigator is Dr. Eli Livne.

The council approved the restricted research proposal.

7. Adjourn

The meeting was adjourned at 9:54

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Present: Faculty Code Section 21-61 A: Mike Averkiou, Charles Frevert, Nicole Gibran, Sara Kover (co-chair), Ben Marwick (chair), Thomas Humphries
Faculty Code Section 21-61 B: Michael Rosenfeld, Larry Pierce, Jennifer Muilenburg
President’s designee: Mary Lidstrom
Guests: Lynette Arias, Janice DeCosmo, Sharona Gordon

Absent: Faculty Code Section 21-61 A: Donald Chi, Brandi, Cossairt, Francis Kim, Gillian Marshall