University of Washington
Faculty Council on Women in Academia
November 13, 2020
11:00 a.m. – 12:30 p.m.
Zoom

Meeting Synopsis

1. Call to order
2. Review of the minutes from October 2, 2020
3. Chair’s Updates
4. FCWA legislation update
5. Good of the order
6. Adjourn

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1. Call to order

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

2. Review of the minutes from October 2, 2020

The minutes from October 2, 2020 were approved as written.

3. Chair’s Updates

Chair Bergman and Elizabeth Umphress will be attending the next SEC meeting to present the FCWA legislation.

Members noted their approval of the FCWA webinar on caregiving and may consider another webinar in the future.

Chair Bergman updated the council on the Title IX steering committee. The UW President ultimately decides who is on the group. Student groups also wanted representation on the committee but were denied. The chair will update the council on how FCWA can possibly contribute to the steering committee in the future.

4. FCWA legislation update

The latest draft of the FCWA Class C resolution regarding caregiving equity has been submitted for SEC review. Elizabeth Umphress and Chair Bergman joined other faculty council meetings to garner support. They are hoping to see an immediate impact by the next quarter for caregivers with the broad ideas.

FCR and FCMA offered to cosponsor.

Chair Bergman and Umphress will consider using personal stories from Medium, a place for individuals to submit their personal caregiving stories anonymously, in their reasoning during the SEC meeting. They will also consider examples of creative solutions used to address these problems. For example, a UW department provided flexibility for students and faculty caregivers by hiring TA’s and graders to offer synchronous sessions. A member noted that support does not always translate into practice.
Another council member questioned if there was a dedicated body tasked to identify solutions or strategies. Members highlighted the need for a centralized focus rather than individual campus solutions and that everyone should have access to the same support resources. Departments, such as in chemistry, are having discussions about student at-home labs, student equity, etc. Chair Bergman noted they should be considering centralizing access to resources rather than just centralizing resources and mentioned the Authentic Assessment, available at UWT, is an example of this.

Members highlighted concern from placing the burden on caregivers to create solution when leaders should implement better standard practices and implement supportive solutions. Solutions needs to compel leadership to do the brainstorming, and it should not on faculty to do these things. UW Leadership should be supporting the communities disproportionately affected.

Members suggested leadership be evaluated on their DEI efforts and how they support the retention of diverse faculty members within their departments. It was noted that if leadership are not promoting these ideals, they are not truly supporting.

A member mentioned that many administrators in the School of Nursing are also facing these same problems. This is affecting those at every level, including leaders. Solutions which help benefit faculty, staff, and students also benefit the administration. A member mentioned a forum for discussion around this at a regular interval would be very helpful to support a caregiver centered university. FCWA will confer with the Secretary of the Faculty to identify a review process of university leadership. A member shared a guidebook for anyone interested https://wellbeing.uw.edu/get-involved/well-being-for-life-learning-initiative/

5. Good of the order

_Climate survey data release:_ There are concerns of anonymity breach on the report. This could mean a serious IRB violation. If data is shared, it is not currently made to be shared in a safe way.

The representative of the climate survey data and IRB lead investigator stated there were no anonymity breaches, and the data collection was consistent with IRB standards. They did not respond to issues related to sharing data anonymity breaches. The data has not been shared yet.

A member suggested a submission to IRB with concerns of a violation, but this would have very large implications. There have been previous concerns earlier in the climate survey process which were addressed. In this two phased survey reporting, an anonymity breach happened when colleges with higher than 30% response rate received feedback. Data was to be publicly released last week however it was delayed until January 2021. FCWA will coordinate with the faculty senate leadership and other stakeholders to determine next steps.

Chair Bergman asked council members to consider action items to address issues related to childcare.

6. Adjourn

The meeting was adjourned at 12:28 p.m.

_Minutes by Alexandra Portillo, xanport@uw.edu, council analyst_

**Present:**

**Faculty Code Section 21-61 A:** Margo Bergman (Chair), Lauren Lichty, Samantha Robinson, Ankur Suri, Elizabeth Umphress

**Faculty Code Section 21-61 B:** Keiko Hill, Pamela Mitchell, Stacey Wedlake
Absent:

Faculty Code Section 21-61 A: Whasun Chung
Faculty Code Section 21-61 B: Clara Coyote