

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

Meeting Synopsis

1. Call to order
 2. Review of the minutes from November 13, 2020
 3. Chair's Update
 4. Continued work on FCWA legislations
 5. Title IX discussion
 6. Good of the order
 7. Adjourn
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1. Call to order

The meeting was called to order at 11:04 a.m.

2. Review of the minutes from November 13, 2020

The minutes from November 13, 2020 will be approved at the next meeting in January 2021.

3. Chair's Update

Chair Bergman noted the council's accomplishments in the Fall 2020 quarter, such as their approved legislations and published webinar.

The chair mentioned some departments have requested clarification on their legislation regarding the publication of promotion & tenure guidelines. They will draft a letter to send around noting departments do not need to change their guidelines, only make them transparent.

A member questioned if the council could discuss how to use the Class C on caregiving equity in an individual's department. Members considered a draft sample email which people could utilize in their units. The draft will link back to information on the council's past webinar and the FCWA council website.

The caregiving committee will attend a Board of Deans meeting and present the caregiving legislation on December 16th. They would like input from the council on their presentation.

Council members discussed the need for performance expectations to not influence careers in the short term or long term. A member highlighted consideration for teaching and research faculty and noted the importance to recognize those two distinct categories. They suggested options in which people can have their circumstances acknowledged, such as a google form. The council can offer the structure, but leadership should make the decisions for their departments.

A member suggested measuring the same amount of productivity each year but removing a year(s) in review. This would assist in redistributing timelines and workload. A conversation would be needed with deans to begin with more specific guidelines on promotion, then redistribute the workload from those

who still need to reach the next promotion. Members highlighted peer and collegial review with less focus on teaching. The council noted deans should be reminded only one quarter of course evaluations should be included per year. Instructors should be able to provide their choice of course to include in their annual review.

Another member mentioned giving junior faculty repeating courses to help reduce their workload wherever possible.

4. Continued work on FCWA legislations

It was noted that the Faculty Council on Multicultural Affairs is working on a university wide diversity statement, which could tie in to future FCWA legislation. Members would like to include caregiver status and those negatively impacted by COVID within what is considered diversity. The council may discuss this with Provost office on a definition of diversity. They would also like to create legislation on how administrators are evaluated on areas of diversity, equity, and inclusion.

5. Title IX discussion

A deputy coordinator for training was officially hired. Their position moved through with no resistance from the steering committee and president. The focus will be on new employee training, but council members noted they would like to discuss with the faculty senate on broadening to all employees. The chair will meet with FCMA chair to discuss potential faculty training legislation.

Umphress mentioned they are working with Ricky Hall and Valerie Richardson to get a sexual harassment and misconduct prevention plan. They also noted discussions will include the broader interventions, not just training, on harassment. Umphress will update the council as the taskforce meets.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 12:25 p.m.

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

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

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