

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
Joint Meeting
May 12, 2014, 12:30 pm – 1:30 pm
Gerberding 26

Meeting Synopsis

1. Call to Order
2. Approval of the Minutes from February 10th, March 10th and April 14th
3. Faculty Demographics
4. Childcare Discussion
5. Adjournment

1. Call to Order

The meeting was called to order by Chair Rubio at 12:30 p.m.

2. Review of the Minutes from February 10th, March 10th and April 14th

The minutes from February 10th, March 10th and April 14th were not approved due to lack of quorum.

3. Faculty Demographics

Jack Lee (Chair of the Faculty Senate) was in attendance to discuss recent developments regarding faculty demographic data. Lee reported the administration is hesitant to publish demographic data which would allow individuals to be identified, especially in small departments where only one faculty member may fit the classification of a minority. Lee suggested the councils submit a Class C resolution requesting the administration to publish the information they want.

Lee also discussed an upcoming report in the Faculty Senate regarding faculty demographics. Lee mentioned that one shocking statistic is that 85% of all senior-level hires are male. Lee suggested that the councils also draft a Class C resolution calling on the Provost to require every search committee and promotion and tenure committee to have diversity training once per year. A comment was raised to discuss this with Fraga's office to ensure they would have the resources to conduct such an extensive training. Members discussed how the training could be coordinated. A comment was raised that the training committee would coordinate trainings on an ad hoc basis when new search committees are formed. Discussion ensued about the available services provided by Fraga's office and the recent increase in diversity training within the STEM fields. Lee suggested that the councils draft a resolution over the summer in time for the first Senate Executive Committee meeting in Fall Quarter. Lee mentioned that this could possibly be incorporated into the Faculty Code but believes it would be more efficient for the Provost to mandate it by administrative decree. Members discussed their personal experiences serving on hiring committees.

Lee commented that there is no specific deadline but suggested to have the resolutions prepared by October. A suggestion was raised to ask Fraga to draft a potential resolution requesting the Provost to

provide demographic data, as well as require diversity training for search committees. Rubio noted that he will contact Fraga regarding these resolutions. Members discussed items to include in the resolutions and what to mandate for search committees. A comment was raised reminding members that Fraga's office has limited resources to conduct trainings and suggested that a full-time staff member could be hired.

4. Childcare Discussion

Ione Fine (member of the Subcommittee on Childcare under the Faculty Council on University Facilities and Services) was in attendance to discuss recent developments surrounding childcare initiatives. Fine mentioned that while discussions surrounding an onsite childcare facility have stalled she is interested in creating a long lasting, continuous group to address outstanding concerns. While an onsite childcare center is important there are smaller, easier issues that can be addressed such as:

- Breast pumping facilities
- Childcare/preschool referrals
- Nanny referrals for school and non-school aged children

Breast Pumping Facilities

Fine explained that the many systems coordinating breast pumping across campus are inconvenient and complicated. One possible change could be creating a centralized calendaring system for lactation stations across campus with a unified key system allowing easy access for users. While this appears to be a small step it would make a very large difference.

Childcare/Preschool Referrals

Fine reported that she had conversations with the Provost about developing a referral program with nearby childcare providers to allow UW faculty and staff advanced notification of open slots. Providers would notify UW about available openings before they are advertised to the community and UW would distribute announcements to faculty and staff. Fine explained that this benefits UW employees by having an active listserve with updates and announcements while providing free advertising for providers.

Fine also suggested that UW create its own mapping system of childcare locations that could be reviewed by faculty and staff.

Nanny Referrals

Fine reported that the current UW website for nanny referrals does not work well. A better alternative is to create a corporate account with www.care.com, similar to Michigan State University. Additionally, UW could create a listserve that would build a network of parents.

Discussion ensued about the structure of the Subcommittee on Childcare. The subcommittee will stay intact as long as there are willing members serving but Fine suggested that it should become a standing committee. Fine expressed interest in developing a Catalyst site and to appoint permanent members to the subcommittee. Additionally, Fine would like administrative support to maintain a website and promote a childcare community at UW.

Discussion moved back to the need for a coordinated childcare system and how faculty/staff would use the service. A comment was raised that UW employees have little knowledge about the availability of childcare services around campus. Additionally, there is little data on how many employees require childcare service. A question was raised asking how the councils can help. Fine requested that a Catalyst survey be sent out to all UW employees to identify the demand and priorities of childcare services at UW. For example, the study should examine the barriers to using breast pumping stations (logistics/finances) and the likely use of a nanny referral service.

In order to conduct this work Fine suggested the councils request \$20,000 from the Provost asking to fund this initiative. This can be done in parallel to creating a standing committee on childcare while coordinating the Catalyst survey. Fine explained that the \$20,000 would fund a part-time employee in the UW Center for Child and Family Well-Being to coordinate the online calendaring system, collect deposits and manage other aspects of the initiative.

Discussion moved back to membership of the subcommittee. Fine anticipates members could include representatives from FCMA, FCWA, FCUFS and other individuals from across campus to sit on the committee, such as ex-officio members from ASUW, GPSS and PSO. Fine stressed that the main issue is to raise awareness around the community and build a long-term plan that addressed childcare concerns. Mehravari and Lobo volunteered to serve on the subcommittee.

Fine explained the first step is to request funding for the part-time position. Fine will provide a draft proposal for FCMA, FCWA and FCUFS detailing the specifics of the request and a 3-year plan. Members discussed past surveys surrounding the need for childcare services and noted that this requires a lot of work. A comment was raised stressing the importance of developing a strong network to address childcare service on campus.

5. Adjournment

The meeting was adjourned by Chair Rubio at 1:30 p.m.

Minutes by Grayson Court, Faculty Council Support Analyst, gcourt@uw.edu

Present: **Faculty:**
 Chair – Rubio
 FCMA – Chapman, Willgerodt
 FCWA – Evans, Mescher
 Ex Officio: Lobo, Kim
 Guest: Jack Lee (Chair of the Faculty Senate)

Absent: **Faculty:**
 FCMA – Babigumira, Barria-Roman, Carothers
 FCWA – Anzai, Cooke, Fialkow
 Ex Officio: Devine, Ruffin, Agee, Jennerich
 President’s Designee: Fraga