

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
Joint Meeting
April 14, 2014, 12:30 pm – 1:30 pm
Gerberding 26

Meeting Synopsis

1. Call to Order
 2. Introductions
 3. Approval of the Minutes from February 10th and March 10th
 4. National Center for Faculty and Diversity – Letter of Support
 5. Onsite Childcare
 6. Faculty Salary Policy
 7. Good of the Order
 8. Adjournment
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1. Call to Order

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

2. Introductions

Members introduced themselves to the councils.

3. Review of the Minutes from February 10, 2014 and March 10, 2014

The minutes from February 10, 2014 and March 10, 2014 were not approved due to lack of quorum.

4. National Center for Faculty and Diversity – Letter of Support

Rubio distributed a draft letter supporting UW's participation in the National Center for Faculty and Diversity (NCFD). Peer institutions that are enrolled as members are benefiting from these services which improve faculty retention and new hires. The letter details the councils' support for this program and requests the Provost to consider membership.

Members discussed possible impacts and outcomes as a result of participation. Members agreed to develop metrics to determine if participation in NCFD is effective or if institutional resources should be allocated elsewhere to improve faculty demographics. Rubio clarified that FCMA/FCWA is only asking for participation on UW-Seattle campus because the program charges by individual campuses, not the entire institution.

5. Onsite Childcare

Members discussed recent developments regarding child care facilities on campus. Mescher reported that FCUFS (Faculty Council on University Facilities and Services) Subcommittee on Childcare is

considering an off-campus childcare facility. Mescher clarified the facility would be located in the Fremont neighborhood and be subcontracted out through a daycare facility already in existence. As part of the proposal the building would be entirely renovated to accommodate 200 children. Mescher reported that people who support the building have already committed to the proposal. Mescher explained that this would be a significant improvement because UW ranks low when compared to peer institutions on a per family basis. The proposal looks promising but one critical piece missing is the commitment from the administration.

A question was raised asking where the funding will come from. Mescher did not provide the name of the donor. However, Mescher explained that it is part of a larger state program which wants additional facilities. There are other groups in the Fremont neighborhood vying for a large piece of land as well, and at one point was a facility where Bill Gates sent his children. Mescher explained that the bottom line is that land can be donated to UW for \$1 and the building funds are accounted for. Mescher expects the Subcommittee will approach the Provost for matching funds and to subsidize the program. Mescher clarified that faculty will have priority in placing children into this facility.

A question was raised about pushback regarding liability because this has been a problem in the past. Rubio mentioned that not having a childcare facility could be interpreted as being a liability, yet there are still liability issues if the building is being subcontracted by a third-party provider. Members discussed the multiple attempts to incorporate on-site childcare into construction projects on campus.

A question was raised about how to move forward on this issue. The Subcommittee is not meeting with the Provost at this time but is working under FCUFS. Rubio invited the Subcommittee to attend a future council meeting to discuss recent developments. Mescher will provide an update at a later time.

6. Faculty Salary Policy

Jack Lee (Chair of the Faculty Senate) was present to discuss the new faculty salary proposal. One important aspect of the proposal is how it interacts with equity issues regarding gender and ethnicity. Lee explained that the new proposal incorporates mandated tiered adjustments, equity adjustments, variable adjustments and promotion raises. Tier advancements would occur every 4 years and will be a tied arrangement that will be required by schools and colleges. Lee clarified that the intent of the new proposal is to push more available funds into rewarding excellence into continuing faculty while preventing retention raises that currently occur.

Members discussed how this proposal will interact with equity issues. Lee explained the difficulty in mandating more equitable distribution through the salary proposal. However, Lee expects that the transparency of the process will allow for greater equity amongst faculty. Lee explained the proposal will have language which requires elected faculty councils to receive detailed data about salaries and college finances and require departments to vote on procedures for allocating raises.

A question was raised asking how the new proposal will change the hiring practices which create the repeated institutional patterns that are negatively impacting minorities. For example, work that is done by women and minorities are not label as exemplary which would not lead to raises. A follow up question asked how the salary proposal can make this work considered exemplary activity. Lee explained that this is where the council can be useful and hopes to receive suggestions from councilmembers. Lee explained there has been pushback in the past to establishing rubrics for hiring decisions directly into the code. A comment was raised that departments hire based on criteria that is

favorable for white men and establishing rubrics directly into the code is the only way to explicitly address the biases in hiring at UW. Lee asked members to provide suggested code language that he could review.

A question was raised asking who writes the recommendations. If there is a specific rubric for hiring decisions then schools and colleges are not making subjective decisions on new hires. For example, the research grants that a faculty member acquires weighs more heavily than service on a university faculty council. A question was raised how to build this into the salary policy proposal so it does not trickle down and reproduce a labor hierarchy that implicitly prevents raises and promotion for minorities. Lee requested members to provide an example of draft language that he could review. Lee also clarified that if departments are being told what criteria to use in their review process it may be difficult to get this new proposal approved. Members discussed the rubrics that are used in their own departments. Lee explained that FCMA/FCWA could identify language around tiered advancements that helps with focusing on diversity issues.

A comment was raised that there should be a focus on hiring minorities in addition to rearranging the current salary policy. Lee explained that the Faculty Senate focused on this last year and passed a resolution regarding this very issue. In addition, the Faculty Senate urged departments to look at their own demographics and contact the Office of Faculty Advancement for resources and training opportunities. Lee suggested that this joint committee can recommend a mandate requiring all search committees to have diversity training. Lee asked Chapman and Mehravari to spearhead this initiative and draft a letter recommending this proposal. Lee added this could be mandated by an Executive Order or recommended by a Senate resolution. Members discussed different methods of diversity training and the services provided by the Office of Faculty Advancement. Lee stressed that he would like to review draft guidelines proposed by FCMA/FCWA that would be useful in mandating what search committees would be required to follow. Lee explained he could use these recommendations and request feedback from different areas across campus.

7. Good of the Order

A question was raised asking if Lee will be attending future meetings. Lee explained that his charge letter to FCMA/FCWA details 5 primary issues to work on. Lee stressed that the collective wisdom from both councils could single out several important items to address and make progress in a reasonable amount of time.

Members discussed the issue of onsite childcare. A suggestion was made to invite Iona Fine (chair of the Subcommittee on Childcare) to provide an update on recent developments.

8. 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:**
 Rubio (Chair)
 FCMA – Babigumira, Chapman

FCWA – Cooke (phone), Mescher

Ex Officio: Devine, Mehravari

President's Designee:

Guest: Jack Lee (Chair of the Faculty Senate)

Absent:

Faculty:

FCMA – Barria-Roman, Carothers, Ginorio, Harris, Willgerodt

FCWA – Anzai, Evans, Fialkow

Ex Officio: Agee, Jennerich, Lobo, Ruffin