

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
Joint Meeting
March 10, 2014, 12:30 pm – 1:30 pm
Gerberding 36

Meeting Synopsis

1. Call to Order
2. Review of the Minutes from February 10, 2014
3. Remarks from Jack Lee
4. Discuss and Set Joint Priorities
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 10, 2014

The Minutes from February 10, 2014 were not approved due to lack of quorum.

3. Remarks from Jack Lee

Jack Lee (Chair of the Faculty Senate) discussed his charge letter that he sent to FCMA/FCWA detailing specific issues to address that impact faculty demographics. Specifically, the areas of interest include:

- Tenure demographics
- Lecturers
- Mentoring
- Data
- Faculty salary policy

Rubio explained that the intent of this meeting is to narrow the focus of the charge in order to successfully address critical items in Lee's letter. Rubio explained that the discussion surrounding UW's participation in the National Center for Faculty and Diversity ties in well with the mentorship component of the letter. Rubio explained from personal experience mentorship is critical for professional development. Rubio received an email recently requesting FCMA/FCWA to submit a letter requesting deans to support UW's participation in this program.

Lee explained the charge letter he sent to FCMA/FCWA and understood that the charge may have been overwhelming and broad. Lee explained that this group has a lot of expertise on issues regarding multiculturalism and diversity and hopes that members can move forward on several issues. The councils should not feel obligated to address every issue listed, but address the key problems that can be solved.

Lee provided an update on developments with faculty salary policy (a detailed summary of Lee's presentation to the Faculty Council on Faculty Affairs on October 29, 2013 can be found [here](#)). The new proposal makes a number of changes to current policy, including:

- Rank promotion raises
- Merit tiers within ranks
- Market adjustments
- Equity adjustments

Lee explained that a discussion board has been set up and one concern that is commonly raised is the equity adjustments. This is in part due to equity compression in which long-serving faculty who have not received raises are not near to competitive market salaries. Lee mentioned that general ethnicity equity is a concern as well. There are two ways to fix this problem: 1) fix equity issues before the salary policy is implemented, or 2) allow the new policy to slowly fix equity issues going forward. Unfortunately, the first option is not viable because fixing the issue now would cost UW \$25 million every year. The goal is that the new salary policy system would allow departments the opportunity to address equity on their own.

Lee is looking for advice and asked members how the salary policy can go forward while fixing the equity issues and avoid creating new problems. A question was raised asking if there are strategies to avoid future inequities in salary policy. Lee explained that the salary policy itself would not be able to solve possible future inequities. Rather, UW would have to put the tools in place for colleges and departments to ensure the process is consultative and transparent. Lee explained that the role of collegial review is to put responsibility on the department when the review goes forward to ensure there is a process for recommending a salary increase.

A comment was raised that this would be a major step forward but the issue of equity depends fundamentally on the data available that allow departments and faculty to understand the problem. Transparency is what keeps departments accountable, and while the tiered structure is attractive UW should focus on solving the outstanding inequity issues now. Concern was raised that faculty who receive large grants game the system because they are not contributing true, long-term value to the university yet they receive higher salaries. The idea of creating a flexible merit system for super-achievers is problematic because it perpetuates this problem. A comment was raised reiterating the argument that equity should be addressed at the beginning.

Lee explained that privacy concerns are what prevent this information from being available. A comment was raised that faculty salary is publicly available. Discussion ensued. A comment was raised that liability is connected to the discussions of equity. For example, conflict will arise when faculty see increases in peer salary while their salary does not change. Lee explained that this issue has not been a concern in past discussions and stated UW has to believe individual departments can make the right judgments of merit and salary decisions. Lee clarified that if a department sees an individual doing better work then they will receive tier advancement because the system is meant to reward merit.

A comment was raised that UW should address the fundamental issue: UW is \$25 million behind peer institutions in regards to faculty salary. UW should ensure that if an individual is earning less than their peers it should be transparent and there should be an action plan to close the gap. Lee explained the problem is more complicated because UW cannot decide the salary for every individual faculty member.

A comment was raised stressing that UW should believe, as an institution, that faculty are of the same quality as their peers. Lee explained the spreadsheet on the GoPost provides the calculations which show how an average faculty member's salary will increase over a long period of time. Discussion ensued about the proposed merit scale and measuring faculty members against their peers.

Members discussed data that is currently available and privacy concerns. A comment was raised that by not having this data it is difficult to know the extent of the problem UW is trying to solve. A suggestion was made to increase transparency by allowing college councils access to detailed data.

Discussion moved to the issue of collecting data on faculty demographics. One of the recommendations from last year's Class C Resolution was requiring the Office of Equal Opportunity and Affirmative Action to resume the practice of making demographic trend data accessible to the faculty. Fraga stated that the data is available on his office's website and has always been publicly available.

Discussion moved to the issue of mentoring. Rubio stated that he received an email asking that FCMA/FCWA recommend individual departments (in addition to the Provost's office) help in funding UW's participation in the National Center for Faculty and Diversity. This would be a good strategy to ensure that units across the campus, in addition to central administration, support the mentoring of minority faculty.

Discussion moved back to faculty salary. A comment was raised that college councils should have the complete salary and demographics data for their colleges. Departments should also be looking into this as well because this is where the initial decision of funding allocation will be made. A comment was made the decision is up to individual chairs and whether they want faculty to see salary data. A suggestion was made to write this requirement into the Faculty Code.

Discussion moved to mentoring and onsite childcare. A comment was raised expressing frustration at the administration's response to the issues. In the past FCWA has worked to identify best practices and identify strategies to implement these initiatives. A comment was raised that UW is not as family-friendly as it believes and the administration should support these issues and look at best practices.

Lee explained that he would like to see proposals, and if they require funding, to contact units in order to request money from Provost reinvestment funds. Lee notified members that a subcommittee on childcare has been formed under the Faculty Council on University Facilities and Services. Lee explained that the high costs and liability issues associated with childcare makes it difficult for UW to implement these initiatives. A comment was raised that the childcare issue could gain steam if an individual donor provides the funding for a new facility. A comment was raised that the administration should make a commitment to onsite childcare if a financial donor is identified.

Discussion moved back to faculty salary policy. A comment was raised that transparency is derailed when the data is not available. It is important that the administration recognizes recommendations by FCMA/FCWA in order to follow best practices. Lee explained that he can take FCMA/FCWA's concerns to the administration because what comes out of these meetings will carry a lot on faculty leadership. Lee clarified that he can take these issues to the next level but cannot promise action by the administration.

A question was raised asking the timeframe if a new onsite childcare facility was approved. Lee explained that it depends on what the proposal would include, but if it was an entirely new building it could take up to 10 years. A comment was raised that the will and the funding must be combined

together in order for childcare to move forward. A comment was raised that FCMA/FCWA could speak with the Office of Advancement in order to prioritize childcare in UW's capital campaign. Lee mentioned that there have been conversations about developing a new subcommittee that will participate in the planning process of new construction projects. Lee also mentioned that the Faculty Council on Benefits and Retirement could address this issue as well.

4. Discuss and Set Joint Priorities

Rubio summarized 3 main issues that FCMA/FCWA will work on together:

- Childcare
- Mentorship
- Faculty salary

Members discussed internal deadlines for council projects. A comment was raised that FCMA/FCWA should develop a roadmap on how to move forward and identify possible stumbling blocks, such as funding. One way to address the funding issue is to meet with representatives from the Office of Advancement. A suggestion was made to contact Connie Kravitz and invite her to the next meeting.

Members discussed FCMA/FCWA joint efforts in developing proposals on mentoring and childcare. A comment was raised that FCMA and FCWA are creating a collective voice on the issues. Another comment was raised expressing excitement for the opportunity to come together and combine the energies of each council. Rubio stated that as Chair of FCMA he is very supportive of FCWA's issues, especially mentoring and childcare, and would like to continue working with FCWA to achieve their goals.

Members discussed how to divide the work. A comment was raised expressing support for identifying best practices on childcare while continuing to voice concerns. Another comment was raised to identify best practices for faculty mentoring.

Rubio will draft a letter supporting UW's participation with the National Center for Faculty and Diversity. Rubio followed up by stating he supports the idea of asking individual colleges and departments to support UW participation. Members discussed how small schools will respond to this request. It may be awkward for these units if FCMA/FCWA is requesting funding when there is not much participation from their faculty.

Members discussed concerns about financing childcare. A comment was raised that tuition for childcare could possibly pay for the cost in running a childcare site. FCMA/FCWA will review best practices and approach the subcommittee on childcare to address this issue. A suggestion was made to invite a member of the subcommittee to a future meeting.

Members discussed how fundraising works at UW and methods of reaching out to peer institutions in order to identify best practices.

Rubio will draft a joint FCMA/FCWA letter supporting UW's participation with the National Center for Faculty and Diversity and distribute it to members requesting feedback. Rubio stated that once FCMA/FCWA identifies best practices for mentoring and childcare he will communicate the recommendations to faculty leadership.

5. Adjournment

The meeting was adjourned by Chair Rubio at 1:40 p.m.

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

Present: **Faculty:**
 Rubio (Chair)
 FCMA – Carothers
 FCWA – Evans, Mescher
 Ex Officio: Agee
 President’s Designee: Fraga
 Guest: Jack Lee (Chair of the Faculty Senate)

Absent: **Faculty:**
 FCMA – Babigumira, Barria-Roman, Chapman, Ginorio, Harris, Willgerodt
 FCWA – Anzai, Cooke, Fialkow, Fisher (sabbatical)
 Ex Officio: Lobo, Devine, Ruffin, Jennerich, Mehravari