

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON WOMEN IN ACADEMIA  
WEDNESDAY October 10, 2007 9:30-11:00 a.m.  
Women's Conference Center

Chair Sandra Silberstein called the meeting to order at 9:35 a.m.

**Meeting Synopsis:**

1. Introductions.
2. Report from Mindy Kornberg & Randi Shapiro.
3. Structured responses to gender bias.

---

**1. Introductions**

The Chair invited all council members to introduce themselves.

**2. Report from Mindy Kornberg & Randi Shapiro**

Guest Mindy Kornberg, Vice President of Human Resources, introduced herself and her background. Kornberg addressed the stresses for women at Duke University that affected their ability to stay in school or on the job. She noted that work/life issues for women have gained attention recently. Harvard University realized that in order to keep women in the workplace they would have to “think out of the box” with solutions that address flexibility and workload issues. She identified childcare as a “hot topic.” Overall the childcare issue is both simple and complex.

Kornberg noted that both the President and Provost support the childcare issue. In response to a question about using the UW Tower for childcare, it seems that the Tower has been removed from consideration and an alternate solution is under consideration: that is, to develop two of the Safeco surface lots to construct faculty/staff housing that would include childcare, two big new faculty issues. The project would be funded by an outside Developer. One solution enacted this year is the purchase of 10 priority waitlist spaces at community child care centers for recruiting high level faculty and staff.

Guest Randi Shapiro, Assistant Director of Worklife, addressed how the need for childcare is being addressed in an ongoing way, sometimes through small stages, working strategically and responding to opportunities. She noted that a Supplemental Budget request to expand access to childcare went to the Senate Executive Committee last week (\$250,000 and \$1,000,000) and will go forward to the Regents this week. Recent expanded service for childcare includes a partnership with Childcare Resources, a non-profit agency that provides enhanced referral including vacancy searches for available childcare for faculty, staff, and students.

Kornberg described a community partnership approach at Duke in which they worked successfully with corporate sponsors, and a five star rating system, in order to expand community based childcare facilities for faculty, staff, and students. Several questions were raised:

- Who are the potential sponsors here?
- Do you anticipate trying that model here?
- Are the unmet childcare needs of faculty and staff known?

Kornberg acknowledged that the Child Care Task force had recommended a similar approach to childcare where one time grants could be awarded to area childcare centers to expand their programs and provide priority access to the UW. She reported that there are between 700 and 800 UW families on the wait list for childcare, but noted that many people don't add themselves to a wait list because they don't think they will get a space. She emphasized that the Governor recognizes the problem is not just within the UW, which is a reason to be optimistic about the Supplemental Budget request.

Council visitor Kate Quinn noted that the UW has a one-year pilot program called Parental Teaching Release for Parent/Child Bonding. It allows for all biological fathers and adoptive/foster parents of either gender to receive released time for child/parent bonding. (Faculty members' units are not reimbursed for this released time.)

Guest Randi Shapiro provided an overview of the Eldercare resources for faculty and staff at UW. Council member Soo Borson inquired about approaching eldercare issues in a more formal and structured way. She noted the increasingly aging population and inquired whether corporations like Microsoft are addressing these issues within their workforce (and might partner with us). Both Kornberg and Shapiro would like to follow up with Borson on this.

A brief discussion centered on pipeline issues for women of prime child bearing years. A question was raised as to whether there is an institutional link between childcare and pipeline issues. The guests responded that there is no real solution, but advocated recognition of the problem.

### **3. Structured Responses to Gender Bias**

With little time left, Council members briefly discussed this issue.

The Chair noted the release of a final draft of the President's Advisory Council on Women (PACW) report which includes pipeline data. Action: Silberstein will forward a link of the report to all council members.

The meeting was adjourned at 11:00 a.m.

*Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu, or 206.543.2884*

**Present: Faculty:** Borson, Gandara, Habell-Pallan, Heitkemper, Olmstead, Silberstein (Chair), Thompson

**Ex-Officio:** Basu, Yorks, Dillsi, Carrigan, Reeves

**Regularly Invited Guests:** Quinn

**Absent: Faculty:** Brunet Baltan (excused), Iarocci, Simmons (excused)

**Ex-officio:** Berg (excused)

**Special Guests:** Mindy Kornberg and Randi Shapiro