

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON WOMEN IN ACADEMIA
THURSDAY, October 2, 2008, 9:30-11:00 a.m.
Women's Conference Center

Chair Sandra Silberstein called the meeting to order at 9:30 a.m.

Meeting Synopsis:

The proposed agenda was to hear an update from Kate Quinn on preliminary survey results and to strategize for the upcoming year.

Chair Sandra Silberstein welcomed returning council members. The first order of business was approval of the minutes from June 5, 2008. A request was made to make a small amendment to a paragraph and the minutes were approved with no further comment. The second order of business was to vote on extending voting rights to representative group members. A motion was made and seconded. The vote passed unanimously.

Council guest Kate Quinn reviewed preliminary findings from the FCWA survey on faculty career advancement. She highlighted responses to survey questions on hiring, tenure and promotion, retention, teaching, mentoring, and service. Quinn reviewed mean and standard deviation results by categories of female/male faculty, and women within the School of Medicine versus those outside of it. This latter group Quinn noted includes Allied Health, which houses the School of Nursing. Quinn read through the data and explained significance levels and satisfaction scale ratings. In addition to the quantitative data there are over 60 pages of open ended responses from the survey results. Council members discussed the use of a research associate from the President's Advisory Council on Women for help in coding the numerous narrative responses.

Chair Silberstein asked members to consider the best way to proceed now. Council members discussed ideas on how to address career questions with the survey results. The discussion included creating benchmarks or policies, focusing on one issue for the year, and writing a report card. Silberstein distributed two tables on important benchmarks and career trajectory issues. Council members discussed the different data sources and their availability. It was noted that there is a lot of data on mentoring but little data on the issue of merit, in particular, salary data. Quinn offered to share her 14-year hiring trend data, and will forward to council members data from the 7 year study of cohort faculty and their use of flexible time toward tenure, along with data from a smaller study on retention.

Council members briefly discussed what name to give their project. The question was is it more like a portrait of female faculty or a lifecycle? Silberstein gave council members "homework" to try and read all qualitative comments forwarded to them in pdf format. Quinn briefly described some techniques for coding the comments. The next meeting will be rescheduled to Thursday, November 13, 2008 to ensure that Kate and the research assistant from PACWA will be present for the working session.

The meeting adjourned at 11:00 a.m.

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

Present: Faculty: Gandara, Iarocci, Olmstead, Silberstein

President's Designee: Basu

Ex Officio Reps: Yorks

Regularly Invited Guests: Quinn

Absent: Faculty: Baltan Brunet, Borson, Habell-Pallan, Heitkemper

Ex Officio Reps: Guss