

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON WOMEN IN ACADEMIA
THURSDAY, May 8, 2008, 9:30-11:00 a.m.
Women's Conference Center

Chair Sandra Silberstein called the meeting to order at 9:40 a.m.

The agenda was to finalize the Catalyst survey and have invited guest Kate Quinn present the findings on the LCVI 2008 work-family data and the data from the recruitment and retention study.

GPSS representative Coleen Carrigan asked the council which body would be the one to pursue initiating sexual harassment training for faculty. A discussion took place about the way sexual harassment training has been done in the past and how best to approach it for faculty members. It was discussed whether the training should happen once every other year, and be folded into new faculty training. Chair Silberstein suggested raising the issue with the new Ombudsman and reinstating the case for it. She said that FCWA could make a recommendation to the Provost. It was also suggested that they pursue it as a joint effort between the President's Advisory Council on Women (PACW) and the Faculty Council on Women in Academia.

Silberstein noted that she and Kate Quinn had meet with Soo Borson regarding capturing questions on the Catalyst survey from the Medical School, and that at their meeting the issue seemed to be mostly about collecting demographic data. She reported that some modest changes were made to the survey.

The minutes from April 10, 2008 were approved as submitted.

Catalyst Survey

Council members worked on finishing the Catalyst survey on faculty career and workload. They discussed the 28 questions within the survey and how they should be arranged to ensure a higher response rate. They agree upon the following order:

- Welcome
- Demographics
- Teaching
- Service
- Mentoring
- Career Advancement

After much discussion it was agreed to add 3 new pieces in the section on demographics. The new parts will ask about the percentage of FTE that comprise the faculty member's current appointment, the number of months, per year, she is paid by either the State, grants and contracts, or some other source, and last, the percentage of total income that appointment represents for her.

The wording of the introduction was discussed at length in light of the council's rationale for doing the survey and their desire to get faculty to take the survey. It was decided to include the word "work load" in the introduction. Also, to add a note that says the respondent's NetID will be separated from the response.

Quinn said that she thought she could get the survey out quickly. She will contact the Secretary of the Faculty and his assistant to send it out by next week, and copy to Silberstein. The subject heading for the survey it was agreed should read, "Faculty Career Advancement." A question was raised about Federal guidelines and whether they needed human subjects approval. Silberstein noted that she will send a message to the Faculty Senators to encourage their faculty to fill out the survey.

LCVI Data (power point)

Kate Quinn reviewed the highlights from the 2008 LCVI faculty data on work-life factors. Questions on the impact of lack of childcare and the effect of eldercare were added to this year's LCVI survey upon the request from FCWA. Quinn noted that she will rerun the data to separate parents from non-parents, and faculty who are or are not dealing with eldercare issues. Quinn described some of the coding challenges in the LCVI survey.

Recruitment and Retention Study-(power point)

Quinn also reviewed the results from a study that explored the relative importance of various factors in faculty decisions to accept, or refuse, positions at the UW. She noted that the respondents did not include anyone from the School of Medicine. The aggregate totals for each question were too small to separate by gender for faculty who left and faculty who refused UW offers. Quinn was asked if it was possible to add race/ethnicity to the survey. Council members discussed the results of the survey.

Chair Silberstein noted that at their next meeting, June 8th, they will have an update on the how the survey is going and hear more from Kate. She suggested that they plan to have a celebration at the last meeting and everyone should plan to bring something.

The meeting was adjourned at 10:57 a.m.

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

Present: **Faculty:** Gandara, Iarocci, Olmstead, Silberstein (Chair), Thompson
President's Designee: Basu
Ex Officio Reps: Yorks, Carrigan
Invited Guest: Quinn
Absent: **Faculty:** Baltan Brunet (excused), Borson, Habell-Pallan, Heitkemper (excused)
Ex Officio Reps: Dillsi, Berg