

University of Washington
Faculty Council on Women in Academia

Tuesday, 18 April 2006
116 Cunningham Hall

Chair Dina Mandoli called the meeting to order at: 10:33 a.m.

Meeting Synopsis:

1. Introductions, approval of agenda and minutes.
2. Announcements by and information from the Chair.
3. Discussion: Meeting schedules for 2006-07
4. Updates from Subcommittees:
 - Flexible Careers Subcommittees – UW & National
 - Salaries Subcommittee
 - Mentoring Portal Subcommittee
 - Website Subcommittee.
5. New Action Items.

1. Introductions, approval of agenda and minutes.

Introductions: Susan Folk, Office of Regional Affairs and recorder of the minutes.

The April 18, 2006, meeting agenda was approved.

The February 9, 2006, meeting minutes were approved as written.

2. Announcements by & information from Chair

No one has yet stepped up to volunteer for the FCWA Chair position next year, although Marjorie Olmstead and Luanne Thompson have both volunteered to serve as vice chairs. Chair Dina Mandoli will check with Donna Kerr to see if co-vice-chairs can serve until a chair is appointed.

The Chair reported that she had presented the "Princeton Policy Assessment" to the Faculty Senate Executive Committee on April 10, and that it was received favorably by that Committee. Other Councils in strong support of the Assessment were the Faculty Council on Retirement and the Faculty Council on Faculty Affairs. (More on this topic under item #4.)

The Chair also reported that she is working with Gail Stygall, Faculty Senate Vice Chair, to find a way to distribute the Faculty Salary Survey as widely as possible.

Timetables for all FCWA products for this academic year are currently on target.

3. Discussion: Meeting schedules for 2006-07

Establishing meeting schedules has never been easy, but with the recent re-organization of the Faculty Senate Office, it is clear that another method of scheduling is needed. *A motion was made to institute a regular meeting time, the same day and time each month, as a means of simplifying the process.* The motion was seconded. The discussion included the following issues/questions:

- This method might exclude key members of the Council who have teaching or clinical conflicts;

- The Chair would be willing to meet either before or after the 8-5 workday, if that makes it possible for the Council as currently configured to stay together;
- The Chair will talk with Dan Janssen, chair of FCAS, to see how they manage scheduling for that Council;
- A proposed schedule of meetings should be attached to a call for new members for each Council;
- The Chair and the President's Designee should not dictate the schedule for Councils; it is better to provide some accommodation for the members;
- The Chair will ask Alicia Palacio to collect schedules from FCWA members to find a regular meeting time that accommodates the most members.

The motion to institute a regular meeting time was passed unanimously.

4. Updates from Subcommittees:

Flexible Careers Subcommittees – UW & National

Having taken the FCWA Princeton Policy Assessment to the Senate Executive Committee, the Chair reported that she had been advised by that Committee to flesh out the report and send it through the Senate Executive Committee (SEC) and Faculty Senate as (Class A Legislation) to the Faculty for a vote to change the Faculty Code. The alternative (not encouraged by the SEC) is to send the report directly to the Provost as a recommendation of the FCWA. The Class A process can take an entire academic year to complete, so it would be beneficial to start in the Fall. For this reason, it will be important to keep the subcommittee intact to facilitate its progress. Although FCWA will remain the "lead," other Councils with a stake in this issue are Retirement and Faculty Affairs. The Chair will meet with Dan Luchtel (FCFA) and Karen Boxx (FCRB) to determine their levels of interest in participating. In the meantime, the FCWA needs to continue research, including documenting what other universities are doing in this regard.

A motion was made to follow the Class A process recommended by the SEC, proposing an amendment to the Faculty Code along the lines of the Princeton Policy. The motion was seconded.

Discussion continued and included concerns about financial implications (very large), how to coordinate with the Advance Leadership Team and PACWA on this and other issues; and the importance of involving FCRB and FCFA in the process.

The motion to follow the Class A process with regard to the Princeton Policy was approved by a unanimous vote.

Salaries Subcommittee

Marjorie Olmstead reported that she will have a draft of the salary document updated in time for the next meeting. The Chair informed the council that Gail Stygall's advice regarding this product was to send the final document directly to the Provost as advice from the FCWA.

A motion was made and seconded to send the salary document to the Provost as advice of the FCWA.

The final salary document should be fleshed out to include an executive summary, FCWA recommendations (including one that FCWA should have a link to the salary data

on their website), and questions regarding the Provost's plans and intentions regarding implementation of the recommendations. *The motion to send the salary document to the Provost was approved by a unanimous vote.*

Mentoring Portal Subcommittee

The Mentoring Portal product is nearly complete.

A motion was made and seconded to take the Mentoring Portal to the Provost as advice of the FCWA.

The Chair and the President's Designee will seek advice as to how to get this document to the Provost in an appropriate manner. One suggestion was to ask the Provost to attend a Fall meeting to deliver this report and discuss other issues that FCWA is considering.

The motion to take the Mentoring Portal to the Provost as advice of the FCWA was approved unanimously.

Website Subcommittee

Susanne Redalje reported that not much progress had been made on the FCWA website so far, but that once pieces are in place, it should go together fairly quickly. Council members were encouraged to send possible links for the website to Susanne. The School of Medicine Website (managed by Chris Surawicz) should be one of those links. The most significant question yet to be answered is where the FCWA website will reside. Susanne and the Chair will meet to discuss and implement an account for the FCWA.

The Chair reported on efforts to put together a group dealing with work/life issues involving north *and* south campus faculty. Chris Surawicz and the Chair will draft a list of possible participants (with representation from each school from south campus) to send to the Provost via Sutapa Basu.

5. New Action Items

The Chair encouraged Council members to submit possible topics of discussion and projects of interest to the Secretary of the Faculty for assignment to the appropriate Council.

Although the Mentoring Portal will be done over the summer, the Salary Report will take some more time and the Princeton Policy will take a lot more time. The Princeton Policy is seen by most members to be the tip of an iceberg of related issues. For example, issues related to without-tenure (WOT) faculty, research faculty, non-tenure track faculty (e.g., lecturers), and professional staff (many of whom serve as researchers) will need to be included, as will consideration of policies for 12-month vs. 9-month faculty.

Reorganization of Faculty Councils may bring changes for FCWA.

There may be an opportunity next year to provide input to the second Leadership, Community and Values Initiative (LCVI) survey. The Chair suggested that FCWA might wish to invite LCVI staff to a meeting next Fall. As this met with informal approval, the Chair will inquire as to how to affect this meeting.

The meeting was adjourned at 12:10 p.m. *Minutes by Susan Folk, Staff Assistant, Office of Regional Affairs, 1-4183, sfolk@u.washington.edu*

Present: **Faculty Members:** Mandoli, Olmstead, Schivell, Tekkok, Thompson
 President's Designee: Basu
 Ex-officio Members: Redalje, Robinson

Absent: **Faculty Members:** Borson (excused), Frenkel, Spielberg, Gandara
 Ex-officio Members: St. Peter, O'Konek