

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON WOMEN IN ACADEMIA  
THURSDAY, February 19, 2009,  
10:00-11:30 a.m.  
Women's Conference Room

Chair Sandra Silberstein called the meeting to order at 10:05 a.m.

Chair Silberstein welcomed Adelia Yee, PSO alternate, to the council and asked members to introduce themselves to her.

Silberstein asked for any corrections to the minutes from January. Hearing none, the minutes were approved as submitted.

Silberstein gave an overview of the council's work for the last year for Yee. She then turned to the Synthesis of Benchmark Data, a summary report she constructed from Kate Quinn's survey data and baseline reports on the female faculty lifecycle. She proposed that the council look over her summary and consider three things:

1. How to present the data: prose versus listing results
2. How much non-gender data to present
3. What do we know? What's the take-away message?

The council systematically reviewed Silberstein's summary of the benchmark data on the following categories: hiring, tenure and promotion, promotion to full professor, retention, leadership roles, mentoring, service, teaching, and flexible policies. Silberstein suggested that they also make a list of the data that they don't currently have, such as information on the hiring process.

Silberstein expressed her desire to get the report out as soon as possible. Members discussed ideas on how to work on Quinn's data. Silberstein explained that Quinn would train someone, who would then spend about 6-8 hours getting gender information from the data. Silberstein offered to send out a general request to the council. A discussion began about what the council will do with the data without Quinn. They agreed that the council should make a recommendation for a work-life person, like Quinn. Members discussed possible resources available for assistance on the project. Silberstein noted that she will talk with Quinn about who she might recommend for training.

The meeting was adjourned at 11:30 a.m.

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

**Present:** Faculty: Iarocci, Olmstead, Silberstein (Chair)  
President's Designee: Basu  
Ex Officio Reps: Barriga, Yee, Yorks  
**Absent:** Faculty: Baltan Brunet, Habell-Pallan, Heitkemper

***Ex Officio Reps:*** Carrigan, Guillen

**Regularly Invited Guests:** Gandara, Quinn