

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON WOMEN IN ACADEMIA
MONDAY, FEBRUARY 14, 2011
116 CUNNINGHAM (WOMEN'S CENTER)
12:30-2:00 PM

Meeting Synopsis:

1. Approval of January 10, 2011 minutes
 2. Discussion with Ed Taylor, Dean and Vice Provost for Undergraduate Academic Affairs
 3. Discussion with Ana Mari Cauce, Dean of Arts and Sciences
 4. Adjournment
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Call to Order

The meeting was called to order at 12:35 p.m.

Approval of Minutes

The minutes from the January 10, 2011 meeting were approved as written.

Discussion with Ed Taylor, Dean and Vice Provost for Undergraduate Academic Affairs

The council discussed a potential mentoring program with Ed Taylor, Dean and Vice Provost for Undergraduate Academic Affairs. The framing questions for the discussion were where it would make sense to pilot the program, and how to get support from the Board of Deans.

Throughout the discussion, council members identified the following working hypotheses on best practices for a mentoring program: having a centrally administered program with locally appointed mentors, focusing on both academic and work/life issues, optimizing the experience for non-ladder faculty, and having access to a mentoring resource outside of one's department. Additionally, the mentoring should be no-fault, and include training and follow-up.

Taylor suggested having a conversation with the Board of Deans about where the program could be piloted, and also discussing what's currently happening in units, as informal programs are already occurring under the radar. He also suggested speaking with Beth Kalikoff from the Center for Teaching and Learning, which could be a good place to pilot a program.

Taylor said that the timing for such a program could be good, and the group could start developing a vision statement and advancement plan. A conversation with the Board of Deans could be structured with advance information as necessary, a preface stating the vision, and a targeted set of questions and potential action items.

Discussion with Ana Mari Cauce, Dean of Arts and Sciences

Ana Mari Cauce, Dean of Arts and Sciences, also discussed the potential mentoring program with the council. Focusing on funding issues, she suggested something that would largely run itself virtually. She suggested that staffing or research assistant support would be difficult, but that it could be more likely to obtain faculty release time or hire undergraduate work-study.

Discussion shifted to natural transition points where mentoring could be introduced, such as faculty hiring or promotion, and current groups or events that could be tapped into, such as workshops for non-ladder faculty, WIRED, and the Office of the Associate Vice Provost for Faculty Advancement. Summarizing, Silberstein said that the discussion's focus on repurposing and partnering with things already going on suggested that FCWA needs to meet with the Board of Deans to find out what *is* going on.

The group then discussed the importance of centralization of a mentoring program in order to achieve efficiency, economies of scale, and ensure that people don't slip through the cracks. It was noted in reference to the 2y2d (Two Years to Two Decades) project that funding a mentoring program would be difficult for the "2y" but crucial for the "2d" in terms of faculty development and retention.

Adjournment

The meeting was adjourned at 2:22 p.m.

Minutes by Craig Bosman
Council Support Analyst
cbosman@uw.edu

Present: **Faculty:** Silberstein, Olmstead, Iarocci, Mescher
 Ex-Officio Reps: Raftus, Barriga, Popovinka
 Guests: Basu, Ed Taylor, Ana Mari Cauce

Absent: **Faculty:** Habell-Pallan, Ott, Baltan
 Ex-Officio Reps: Raftus, Lealofi
 President's Designee: Shapiro