

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON WOMEN IN ACADEMIA
WEDNESDAY, January 23, 2008, 1:30-3:00 p.m.
Women's Conference Room

Chair Sandra Silberstein called the meeting to order at 1:32 p.m.

Meeting Synopsis:

1. Approve the minutes from December 12, 2007.
2. Continue discussion on establishing a direction for FCWA for the year.

Council member Luanne Thomson reminded the council about the upcoming educational event on global warming, Focus on the Nation. It will be held Thursday, January 31, 2008, all day. She noted that among the day's events there will be 8 panel discussions and an evening program that will be webcast and chaired by KUOW host, Steve Scher. Thompson recommended registering to attend the evening program. President Emmert will send out an email event notice soon.

1. Approve the minutes from December 12, 2007

The minutes were approved with no comment.

2. Continue discussion on establishing FCWA's focus for the remainder of the year.

Chair Sandra Silberstein reviewed the new direction the council had endorsed: to focus data collection and recommendations around the lifecycle of a female faculty member. She noted that their task now is to decide the key points in a career path to build their work around.

The council brainstormed ideas about the structure and content of an investigation into the career of a female faculty member. The following list of steps for becoming a female faculty member grew out of the group discussion:

Who's here?	Areas that affect career trajectory
Benchmarks	
Searches	Mentoring
Recruitment	Merit
Tenure & Promotion	Family leave
Promotion	Service—2 types
Chair/Leadership	Teaching
Leaving	Research resources, Professorships
	Retention offers

There was some discussion of the feasibility of getting any systematic data on post-docs as well. These positions are an important pipeline to ladder faculty in many fields, but awfully tough to track.

Under the category Leaving council members discussed the various options open to women who want to start families. Guest Kate Quinn noted that the office of Academic Human Resources was starting to track this data, and that UC Berkeley was doing a study of this issue. She offered to forward reports on this to the Chair.

Chair Silberstein next opened a discussion of what data was available to them in a usable format.

- Searches—not usually studied
- Recruitment—offer letters exist
- Retention/Promotion – in everyone’s files and accessible. Yearly letters from the Provost. Quinn will check to see if the data is going into a new database
 - A 7-year span of data on tenure clock extensions exists
- Research resources—professorships, matching funds and grants are easy to track
- Family leave—can track, is part of your file. Is now in new database
- Teaching—can track, but is difficult to tell because of differences between classes
- Mentoring—through survey or self-report?
- Service—input from Chairs; could also ask, carefully, through survey
- Chair/ Leadership—available in PACW data

Silberstein noted that they could contact the Associate Vice-Provost for Faculty Advancement and Director of Diversity Research Institute, Luis Fraga, for information on searches and recruitment. Quinn agreed to check with the Academic Human Resources department. A future action will be a four way lunch between Silberstein, Quinn, President’s Designee Sutapa Basu, and Luis Fraga.

Council members briefly spoke about the winter meeting schedule and voted to schedule the next two winter meetings for Tuesday February 26, and Tuesday, March 18, both at 8:30 a.m. The recorder will send out the schedule notice along with an electronic form for scheduling spring quarter.

Quinn asked council members to give her feedback on how they would like to see Balance UW become institutionalized.

The meeting adjourned at 3:00 p.m.

Minutes by Melissa Kane, Faculty Senate, mmkane@u.washington.edu or 543-2884

Present: Faculty: Baltan Brunet, Gandara, Heitkemper, Olmstead, Silberstein (Chair), Thompson

President’s Designee: Basu

Ex Officio Reps: Yorks, Carrigan, Reeves

Regularly Invited Guest: Quinn

Absent: Faculty: Borson (excused), Habell-Pallan (excused), Iarocci (excused), Simmons (excused)

Ex Officio Reps: Dillsi, Berg (excused)