

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON WOMEN IN ACADEMIA
WEDNESDAY, December 12, 2007, 9:30-11:00 a.m.
Women's Conference Center

The Chair, Sandra Silberstein called the meeting to order at 9:36 a.m.

Meeting Synopsis:

1. Childcare survey update
2. Planning the year's council work
3. Approval of minutes

1. Childcare survey update

For those council members who had missed it, Chair Sandra Silberstein reviewed the major findings of the previous council meeting with Associate Vice-Provost for Faculty Advancement Luis Fraga. To help the Council be most effective in its target areas (e.g., childcare), Fraga had suggested a focus on data collection and offered part-time use of his research assistant. Those present at the November meeting had also suggested partnering in survey research. At this meeting, Silberstein was able to report that she had spoken with Randi Shapiro (Assistant Director, Benefits & Work/Life) and Beth Warrick (Director, Professional & Organizational Development) about the imminent release of a follow-up LCVI survey. In their discussion it was agreed to include questions on the survey about childcare needs. Council members discussed the issue and created a draft of two questions to include on the new LCVI survey:

1. Do you have children living in your household?
 - a. List their ages (categories of ages will be added)
2. Have you been impacted by the lack of childcare for the last 12 months?
 - a. Indicate how. (Respondents will be asked to select a box indicating how they have been impacted).

Members also agreed to try to include a question on eldercare. It was not clear if there might already be a question on the survey regarding eldercare. (Kate Quinn is checking on this.)

2. Planning the year's Council work

Silberstein announced that the PACW report had gone live, and she distributed an executive summary. Key highlights of the report were reviewed. Silberstein noted that data on gender is scattered across the institution and complimented the efforts of Celia Framson (PACW RA) for pulling it together for the report. Council members discussed what issues are at stake and how best to push those forward. Looking at the issues addressed by the PACW report (and its gaps) and those areas that PACW has been trying to address, the Council decided to frame its efforts in terms of THE LIFE CYCLE OF A FEMALE FACULTY MEMBER. After collecting adequate data, the goal will be to issue an ongoing "report card" on these areas. Council members began to identify key points in the cycle for which they would be interested in collecting data.

There was agreement on asking for more finely grained categories in future surveys. Council members also suggested other categories of data that would be useful. Guest

Kate Quinn noted that she has collected data on tenure clock extensions over a 7 year period.

Another topic of interest was the faculty search process. . Quinn reported that she will be sending out a list of factors from a catalyst survey on faculty hires and separations and asked Council members to send her rapid feedback. With respect to the search process itself, they agreed to talk to Luis Fraga to see how his efforts might intersect with theirs. Council members are considering asking whether his research assistant can look into the faculty search process as a case study.

3. Approval of the minutes

Council members approved the minutes from the November 14, 2007 meeting with no comment.

The meeting adjourned at 11:00 a.m.

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

Present: Faculty: Silberstein (Chair), Borson, Gandara, Habell-Pallan, Olmstead, Simmons, Thompson

President's Designee: Basu

Ex Officio Reps: Berg

Regularly Invited Guests: Quinn

Absent: Faculty: Baltan-Brunet (excused), Heitkemper (excused), Iarocci (excused)

Ex Officio Reps: Yorks (excused), Dillsi, Carrigan (excused)