

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON WOMEN IN ACADEMIA
MONDAY, NOVEMBER 9, 2009, 12:30-2:00 P.M.
36 GERBERDING

Chair Sandra Silberstein called the meeting to order at 12:37 p.m.

Chair Silberstein began the discussion and group review of the FCWA Survey report. She announced that her goal is to invite the Provost to a future FCWA meeting to discuss the report's recommendations.

Chair Silberstein provided an overview of the executive summary she created. Council members engaged in a detailed discussion resulting in decisions about the executive summary's length, formatting, and level of detail.

FCWA discussed the best way to handle the "red flag" comments collected by the Survey, how to forward information to the Provost, and to what extent respondents to the Survey were promised confidentiality. Chair Silberstein said she would follow up with Kate Quinn regarding confidentiality.

FCWA discussed the text of the Survey in detail. Members provided input and editing suggestions. Chair Silberstein asked the Council to email her any additional feedback and recommendations.

FCWA discussed emphasizing to the Provost the importance of gathering good data on areas covered by the Survey. Baltan Brunet provided insight into data gathering in the School of Medicine and an overview of gender disparities and salary issues at SOM. Council members engaged in a general discussion of faculty salary issues, the Faculty Code, and merit increases.

FCWA agreed to ask the Provost to attend a FCWA meeting in early January.

Chair Silberstein commented on a recent newspaper article on universities buying real estate during the recession. The Council requested that she send a copy to the President and Provost in the spirit of remaining alert to strategic opportunities to respond to the strong demand for childcare space near campus.

FCWA discussed how to frame the Survey's recommendations to the Provost at a future meeting. Chair Silberstein announced she would send the final version/most recent edit of the Survey to the FCWA email distribution list. FCWA agreed to approve the final report through email.

The minutes from Oct 19th were approved unanimously.

FCWA members engaged in a general discussion of the Council's priorities for the rest of the year. The list of issues to consider includes: the status of research faculty, the status of lecturers, and the qualitative experience of the tenure and promotion process.

Unfortunately, Council members' recruiting efforts to find an intern have not produced results. Council members discussed strategies for finding an intern and formulating a project for the intern.

Basu provided an update on the Women's Center.

The meeting was adjourned at 1:57 p.m.

Minutes by Kristy Carter, Faculty Senate, kcarter4@u.washington.edu

Present: **Faculty:** Olmstead, Silberstein (Chair), Iarocci, Mescher, Baltan Brunet
President's Designee: Basu
Ex Officio Reps: Roosen-Runge, Raftus, Pearl

Absent: **Faculty:** Habell-Pallan, Paun
Ex Officio Reps: Guss, Barriga, Yee
Regularly Invited Guests: Gandara