

**University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia**

January 11th, 2016
12:30pm – 2pm
Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Approval of the minutes from December 7th, 2015
 3. Discuss and vote on recommendation from FCMA/WA to SEC to give all faculty immediate access to the Faculty Demographic Tableau Dashboard (Exhibit 1)
 4. Discussion of FAQ on unionization and gender/race/ethnicity and equity
 5. Update on Black Lives Matter and Minimum Wage documents submitted to SEC, and request for members to attend SEC meeting
 6. Update on Building Equity and Equal Access in Faculty Salary Policy document submitted to FCFA
 7. Sub-committee updates of vision statements and action agendas
 8. Adjourn
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1) Call to order

Astley called the meeting to order at 12:30 p.m.

Adaurennaya “Ada” Onyewuenyi was present on behalf of the UW Graduate and Professional Student Senate (GPSS), and explained she is the student representative from that body, and is a third-year College of Education student. The council welcomed her.

2) Approval of the minutes from December 7th, 2015

The minutes from December 7th, 2015 were approved unanimously as written.

3) Discuss and vote on recommendation from FCMA/WA to SEC to give all faculty immediate access to the Faculty Demographic Tableau Dashboard

Astley explained that faculty demographic data viewable in the data-analytics tool Tableau has now been substantively reviewed by FCMA/FCWA members, and she reminded the councils they have been charged to make a recommendation in whether or not this information should be made available to all UW faculty. She explained ex-officio council members did not receive access to the dashboard (a fact that was not known prior), and noted those members have been encouraged to access the data via their faculty colleagues on the council if they have not already. She asked that the joint-council hold some discussion of releasing this data widely, so a recommendation can be given pertaining to the subject thereafter. Astley noted her and other council members have crafted a draft “joint-council statement” on this matter, though it may be further edited during the meeting (Exhibit 1).

Allen (president's designee) noted he has found the data useful, and believes it should be made available to all faculty; he also pointed out that UW staff in relevant positions may also benefit from the use of this data in various aspects of their work, and posed releasing the data to relevant staff, as well. Astley explained after question that the releasing of demographic data to UW staff had not been discussed in any meeting she had been a part of, though she sees the value of the idea and agreed it is well-advised. There was some discussion of the legal limits placed on releasing public employee race and gender data.

Several views were expressed relating to if the joint-council's statement should include language about ex-officio members on the joint-council receiving access, if staff data access should be addressed separately by the PSO (Professional Staff Organization) or another body, and some question over if salary information is available through this data (the council found it was not). Shortly after, the "joint-council statement" underwent wordsmithing by members. Ultimately, the joint-council revised the language to state:

"FCWA/MA has reviewed the Faculty Demographic Tableau Dashboard and recommends all faculty and relevant administrative staff and academic personnel receive access to the dashboard via their UW NetID starting January 2016."

A vote was held for approval of the statement; the vote was unanimously in favor. The statement was approved and will be forwarded to the Senate Executive Committee (SEC).

4) Discussion of FAQ on unionization and gender/race/ethnicity and equity

Chapman explained there is a FAQ sheet before council members designed to provide information on some of the expected impacts of faculty unionization at the UW in regards to race and equity (Exhibit 2). She noted the FAQ sheet has been revised since it was last reviewed by the joint-council. She noted she would like members to provide feedback on the document and decide if additional questions should be incorporated.

A member questioned why informational tables #1 and #2 in the document are not drawing comparisons to UW's peer institutions. Chapman explained it is due to institutional differences in budgets, and the fact that some of UW's peers are in other states, and/or are in different financial situations (may be private institutions, etc.).

Astley explained UW Excellence (a faculty group mobilized against faculty unionization) has reviewed the FAQ sheet and generated a document (housed on their website) regarding supposed inaccuracies of some tables and other information within the FAQ sheet in question. She noted she will provide council members a web link to the document that explains these concerns.

A member questioned if all other regional Washington State public four-year universities have unionized faculty (besides WSU and UW). It was confirmed they are unionized, and after discussion, it was noted the FAQ document will be altered to reflect this fact.

There was some discussion of UW School of Medicine and whether or not faculty from the school will or can be incorporated into the bargaining unit if a union is formed according to related state law. Prager explained a lot of the information within the FAQ sheet is not relevant to medical school faculty, especially in regards to their salaries, and the amount of tenured faculty within the school.

A council member explained if women faculty are paid less at the UW, and all faculty receive pay raises at the same time, than the differences in salary between men and women would not be altered. Astley explained after more discussion that all UW departments have the ability to individually set salaries for their faculty.

Chapman explained she and the Labor Protection Subcommittee are working to alter or add language to the proposed faculty salary policy (currently in its second consideration in the faculty senate) to help ensure that inequities are not built in to the new code.

Chapman asked members to continue sending her other questions as they arise, as well as additional relevant information, to be included in the document. She explained one of the first things that the faculty collective bargaining unit at the University of Oregon did was built in language to their union contract making “non-negotiable labor or invisible labor that faculty do” visible, and compensated by the university.

There was some question of who UW Faculty Forward is. It was noted Faculty Forward is the main pro-faculty unionization group at the UW, and is comprised of faculty from a wide array of units at the UW.

The process of unionization was read from a website with information on the subject. Some additional questions were asked, with the questions not readily known. A member pointed out that some elements of faculty unionization, if a union is formed, will have to be negotiated at that time - making some related questions premature.

5) Update on Black Lives Matter and Minimum Wage documents submitted to SEC, and request for members to attend SEC meeting Monday Jan 11 time TBA (Rachel)

Chapman explained that the approved Class C resolution on Black Lives Matter will go to the Senate Executive Committee (SEC) for approval later in the evening; she asked that some joint-council members be present at the full faculty senate meeting wherein the resolution will be voted on to join her in presenting the resolution to faculty. Chapman reminded the joint-council that a request for more funds to hire a diverse faculty was incorporated to the Black Lives Matter statement.

Chapman explained the joint-council’s approved Minimum Wage resolution was held back from the SEC agenda as there was some question of if the resolution was originally directed at all University of Washington staff, or directed only at UW Seattle staff.

6) Update on Building Equity and Equal Access in Faculty Salary Policy document (see attached) submitted to FCFA (Rachel)

Chapman explained she will soon meet with Gordon Watts (chair, Faculty Council on Faculty Affairs) to discuss language designed for building equity and equal access into the proposed faculty salary policy (currently under consideration by the faculty senate). She explained anyone interested in coming to this meeting is welcome, and noted the date, time and location of the meeting. She noted she will report back to the council on the result of this discussion.

There was some discussion of how “tier-mapping” will be conducted if/when the new policy is approved and implemented, as faculty rank “tiers” are one large component of the new policy and a large difference from the system currently in place. Astley explained this tier-mapping will be a large indicator of inequities, as there may be a tremendous amount of discordance between female and male faculty tier-mapping during this process.

Allen asked if years of service at the UW will be a factor in tier-mapping. The answer was not readily known.

Astley questioned the evaluation of what exactly constitutes “diversification,” and how this can be quantified. She noted the question can be deduced to “how do we know when we are there” in regards to faculty diversification. She explained is the idea to compare UW faculty racial distribution to the racial distribution of Seattle, the State of Washington, or the United States? What constitutes what comparison should be drawn.

One member explained some studies show that minority groups must comprise at least one-third of a given population before those groups “begin to be heard.” Chapman explained that at a 14.5 percent population-level of women can dictate some change in a population.

7) Sub-committee updates of vision statements and action agendas

Demographic Inequity

Astley explained their group is going to create a brief report of the Tableau data for use of the joint-council.

Campus EAI Culture

Camber explained the subcommittee was able to meet. She explained they brainstormed a possible list of actions for the subcommittee to take, and made a bit of a start. She explained this group discussed BLM, childcare and family benefits, as well as internationalization. The subcommittee added “gender identity” to their list of topics to address, as this was brought up by ASUW ex-officio member. It was noted the chair of the subcommittee is Joseph Babigumira.

Labor Protection

Shaffer explained the subcommittee drafted its mission and action plan. She explained components of this plan can be found in the group’s google drive folder.

Faculty and Student Safety

Fialkow noted the subcommittee does not have a chair yet. He explained there is a group that is meeting about these issues campus-wide that they hope to consult with. Chapman explained three action items for this group:

1. Request for faculty training around first-line responses
2. Our take on revision of faculty appeals board (focus on faculty perspective)
3. Updating sexual assault resolution to pass through the SEC and faculty senate

After some discussion, Ada Onyewuenyi joined the Subcommittee on Faculty Advancement.

8) Adjourn

The meeting was adjourned at 2:03 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: **Faculty:** James Carothers, Rachel Chapman (chair), Delphine Yung, Tess Evans-Campbell, Michael Fialkow, Susan Astley (chair), Sarah Prager, Michele Shaffer, Whasun Chung
Ex-Officio reps: Jill McKinstry, Ada Onyewuenyi, Katie Woods, Francesca Lo, Patricia Devine
President's designee: Susan Camber, Chad Allen

Absent: **Faculty:** Jim Gregory, Sadaf Bhutta, Joseph Babigumira, Jessica Robles, Bonnie Duran, Geethapriya Thamilarasu
Ex-Officio reps: Maureen Nolan, Haylee Millikan,

Exhibits

Exhibit 1 – fcmafawa_demographicdatarelease_resolution_011116

Exhibit 2 – QA Diversity and Equity NEW FINAL 01 04 16 revised 1

Draft FCMA/FCWA Statement:

FCWA/MA has reviewed the Faculty Demographic Tableau Dashboard and recommends all faculty and relevant administrative staff and academic personnel receive access to the dashboard via their UW NetID starting January 2016.