

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

November 16<sup>th</sup>, 2015

11:30am – 1pm

Mary Gates Hall 258

**Meeting Synopsis:**

1. Call to order
  2. Approval of the minutes from October 19<sup>th</sup>, 2015
  3. Finalization of subcommittees
  4. Demographic inequity demonstration / update (Astley)
  5. SEIU update on unionization (Dan Hosang, University of Oregon)
  6. Good of the order
  7. Adjourn
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**1) Call to order**

Astley called the meeting to order at 11:30 a.m.

Jill McKinstry was present as the representative to FCWA from the UW Retirement Association (UWRA). This being her first meeting, she introduced herself to other council members and explained her reasons for serving. She noted maternity leave is an important issue to her, and that she is also curious if women are granted emeritus status after retirement at the same rate as men.

Summer Korst was present on behalf of Laurie Carlsson as a regular-invited guest to joint-council meetings.

Chapman noted she would like to invite all council members to consider suggesting items of business for the joint-council to address this academic year. She explained she wants to be sure every voice on the council is heard when it comes to deciding on issues to be adopted.

**2) Approval of the minutes from October 19<sup>th</sup>, 2015**

Quorum was not met by the council during the meeting. The minutes from October 19<sup>th</sup> will be voted on in the next regular meeting wherein quorum is met.

**3) Finalization of subcommittees**

New and existing subcommittees were listed for the council. Chapman explained some best practices for subcommittees to function, noting chiefly that groups may collaborate online or in-person depending on the membership and availability of its members. She explained oftentimes a subcommittee will designate a chair, and this person will take the lead on establishing meetings and setting agendas. She noted members of subcommittees typically make reports to the full council following their

subcommittee meetings, and that time on the joint-council agenda will be granted either by requesting it from the chair, or when a subcommittee report is requested by the council or chair.

#### *Discussion of emeritus status*

There was some discussion of UW emeritus status, and if department chairs request the status for their retired faculty, or if there is another system in place. One member noted if status is not brought up or requested, then it may never be granted, which is a problem. Allen (president's designee) explained that sometimes the designation is not carried out at the moment of the faculty member's retirement, but at a later time. Astley explained it is likely possible that emeritus status may be included in a Tableau dashboard, to be analyzed by the council.

Korst noted the process for the emeritus designation in some units, is that it begins at least one day after the faculty member retires, and the designation is put to a faculty vote before it is granted.

#### *Discussion of maternity leave*

The council held some discussion relating to maternity leave at the UW. McKinstry asked if there is currently any movement on campus addressing this, with the answer not readily known. A member explained "family leave" is granted after a woman gives birth. Discussion steered towards varied college/department/unit practices. Allen noted some colleges designate "research only" (no instructional duties) for faculty members following the birth of a new child, so a faculty member's workload is lessened, though pay and benefits remain consistent.

Chapman noted the subcommittee on Campus EAI (Equity, Access, and Inclusion) will be addressing this topic, as it is important to the joint-council this year. She noted the council will clearly benefit from an invited guest who can update on the ongoing status of maternity leave at the UW.

#### *Discussion of Black Lives Matter*

Chapman questioned if the council would prefer the previously approved "Statement on Black Lives Matter" be endorsed by the other university faculty councils before further action is taken. She also questioned if the council feels strongly that the legislation should be moved forward in December, or later in the academic year. She explained the Class C legislation may either be sent straight to the Senate Executive Committee (SEC), or first be endorsed by other faculty councils.

Astley remarked that she sees value in having the statement be endorsed by other faculty senate councils. She explained she would like the legislation to have a deadline to be moved forward, in case it is stalled by being vetted by other bodies.

McKinstry added that it is very powerful to share work, instead of pushing it forward on its own. She noted she also fears it may be bogged down during the process of dissemination.

After discussion, council members agreed to disseminate legislation to other councils before progressing it forward. It was noted the two council chairs will work with the council support analyst to get this done.

#### 4) Demographic inequity demonstration / update (Astley)

Astley demonstrated Tableau software to members of the council. She noted that as of a few weeks ago, faculty demographic data by race and gender has been released to members of the council for their own analysis to take place. She explained members must be on UW Wi-Fi networks to access the Tableau dashboard, or that has been her experience. She explained the council has been granted access to this dashboard as one of the first few preliminary faculty groups, to test it, and also to use it in their work.

She then demonstrated use of the data analysis software. She noted you can interact with projections of the data through the use of the dashboard's side bars. She explained some workable data parameters are: campus, college, and department - also noting one could filter the data by race, and gender. Astley explained WOT faculty and tenured faculty have been combined in the data set, though she did explain she had asked for these to be split back up in the past. She noted it is also possible to click on "job class code," and use that as an additional filter.

Astley made clear this data has been voluntarily reported, as the University of Washington does not require this information of its employees.

Astley refined her search, showing faculty rank. The council witnessed that according to the data, lecture faculty are dominated by women by just over 50%. At the assistant faculty level, the split is also 50/50 men and women. At the associate faculty level, it is still relatively halved, Astley noted. However, at the full professor level, men were largely the majority.

Astley then selected all colleges, and all faculty, and instead of looking at gender, she looked at race. Chapman noted the "not reported" segment in the side bar often is made up of international students who have not elected to give their information. Allen noted the "not reported" segment may also be individuals of mixed racial backgrounds.

Allen explained that university community members should be told how their race and gender information will be useful at the time of their inception into the university, so more people may elect to give their information, improving the overall utility of the data.

Astley explained there was a recommendation that every department conduct a statistical analysis of their inequities, so severity by department can be known, and efforts to correct inequities can be bolstered. She explained she would prefer each department create an annual report as part of an effort to track this information, and make changes if possible. Astley reiterated this is not a UW administration problem, as faculty are generally appointed by their housing department (other faculty members). Allen added it is not enough to hire junior faculty of color, because the data shows that at higher ranks the disparities are more severe.

A member asked if this Tableau Dashboard is confidential information, and if there are guidelines for sharing it. It was made clear the information is for council-use only, and should not be shared with individuals outside of the FCMA/FCWA joint-council.

Kim questioned what she is tasked to do as a member of the council looking at this data. Astley explained there are some concerns she would like council members to ponder while they investigate the data:

- 1) In certain departments, it is possible to identify individual faculty members based on their information, compromising their anonymity. To what degree is this justifiable reasoning for disallowing dissemination to all UW community members? Astley explained this data is already available to individuals with a UW NetID in PDF form, though not in a Tableau Dashboard.
- 2) Should the data be shared with all faculty in this form?

Chapman clarified the joint-council gets to use this data for its work, which is major asset that only a few other bodies on campus have access. She noted the council should use this as a baseline for their investigations this year.

Astley clarified university employees have different federal guidelines than university students, and UW student race and gender information is already in Tableau form, and available to individuals with a UW NetID.

There was question of if there are UW professional/academic/classified staff Tableau dashboards. An answer was not stated.

Chapman explained the Subcommittee on Demographic Inequity should make use of this data. She explained regularly-invited guest Carlsson, who had to leave the council unexpectedly this year, was working on a diversity plan for the law school, which was reviewed by the council last year and found to be exceptional. She noted a diversity plan “model” is important, and the Tableau data may also provide an excellent starting point in this effort.

## **5) SEIU update on unionization (SEIU reps)**

Dan Hosang (faculty member, University of Oregon [UO]) joined the council to speak on the ways in which UO faculty unionization in 2012 helped increase institutional equity and inclusion efforts. Hosang explained he is an associate professor, and also worked during the last year also in the Office of Equity and Inclusion at the UO.

Hosang explained faculty began unionizing in 2009, as state funding for the university was down to 5%. He explained the union was certified in 2012, and signed its first contract in 2013. The current faculty union, United Academics of the University of Oregon, represents 1700 faculty, including all tenure-line faculty and WOT faculty. He noted the UO Law School opted out of the bargaining unit, and were subsequently carved out of the contract. Faculty received a 6% raise each year for the first two years after unionization, he explained, also stating that before unionization, raises were irregular and low.

### *Equity issues*

Hosang noted the bargaining unit at the UO negotiated a requirement that all faculty coming up for review had to include a statement discussing their contributions to institutional equity and inclusion. Chapman noted this to be an important change, and Allen remarked this is often mandatory at other universities. Hosang went on to say though this metric was encouraged in the past, only after unionization was it included in formal professional evaluations. Hosang noted the union made an attempt to be creative in its approach to incentivize increasing inclusion efforts. He added the university is reaching a “tipping point,” though, as some faculty do not want their pay dependent on this.

A member noted the schools who are not in the bargaining unit at UO would not have to adhere to the “inclusion” evaluative metric, whereas if it were included in the UO equivalent to a “faculty code,” it would be mandatory for all campus units.

Astley noted the Collective Bargaining Agreement (CBA) at the UO is instituting regulations that UW would see as included in their faculty code. She asked if the senate would ever disapprove of something within the CBA at the University of Oregon. Hosang explained the CBA is ratified and approved by a broad majority. He noted recently, the university has taken up the question of the relationship between their senate, and the CBA. Astley noted her constituents are curious how a CBA at the UW would affect the faculty senate.

Hosang noted the bargaining unit also negotiated for sick leave and parental leave, which already existed but was formalized through the union contract. A member questioned the differences between the two ratifications - the contract vs. the way in which it was codified in the past. Hosang explained leave was not codified at the UO. He explained there is also a reduced service load for returning faculty from parental leave. A member asked why this had not come up before at the UO. Hosang noted the university senate did not interact with the benefits offered by the university.

Hosang noted childcare at the UO is also planned to be worked through in the next few years on behalf of the union; he explained the issues are not as acute as they are known to be at UW Seattle, but policies can still be enhanced. He noted there are ongoing discussions of a “sick leave bank,” as it was noted faculty do not have sick leave as academic personnel at the University of Oregon. He noted the process for grievances has also improved after unionization.

Hosang concluded by noting the bargaining unit is most proud of their regularized process of review, and their more formalized voice in faculty governance. He added that salary “floors” have also been designated, which were not in place in the past. Astley explained that the UW includes a large swathe of faculty who are not lecturers or tenured. Hosang noted the faculty profile at the UO is comparatively different in that way from the UW.

Hosang explained the CBA also created a Gender Equity Pay Committee, which is working through pay inequities. He explained the CBA regularized and formalized faculty governance roles at the UO.

At the end of the presentation, the council thanked Hosang for presenting, and Chapman noted she would like to connect him with appropriate joint-council subcommittees as a resource.

## **6) Good of the order**

Chapman noted she will send revised subcommittee information to the council support analyst to be broadcasted to the full joint-council.

## **7) Adjourn**

The meeting was adjourned at 1:01 p.m.

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

**Present:** **Faculty:** Rachel Chapman (chair), Delphine Yung, Susan Astley (chair), Michael Fialkow  
**President's designees:** Chad Allen, Susan Camber  
**Ex-officio representatives:** Elloise Kim, Jill McKinstry, Francesca Lo  
**Guests:** Dan Hosang

**Absent:** **Faculty:** James Carothers, Jim Gregory, Sadaf Bhutta, Tessa Evan-Campbell, Joseph Babigumira, Sarah Prager, Michele Shaffer, Bonnie Duran, Whasun Chung, Geethapriya Thamilarasu  
**Ex-officio representatives:** Patricia Devine, Maureen Nolan, Haylee Millikan, Katie Wood, Claudia Frere