

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
April 13th, 2015
12:30pm – 2pm
Gerberding 26

Meeting Synopsis:

- 1) Call to order
 - 2) Approval of the minutes from February 9th, 2015 & from March 9th, 2015
 - 3) Chair's report (Exhibit 1)
 - 4) Demographics and Data – Susan Astley
 - 5) Brief joint council discussion of undergraduate course evaluation legislation
 - 6) Other sub-committee updates and requests from the chair
 - 7) Good of the order
 - 8) Adjourn
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1) Call to order

Chapman called the meeting to order at 12:32 p.m.

2) Approval of the minutes from February 9th, 2015 & from March 9th, 2015

Quorum was not met by the council. The minutes will be reviewed in the next council meeting in which quorum is met.

3) Chair's report

Chapman expressed concern in that the last council meeting was underrepresented by members of the joint-council due to some members holding a meeting at a concurrent time. She noted she had concerns over the holding of this meeting, and that she would be holding talks to address the situation - as well as to plan ahead for the next academic year.

Chapman added that, currently, the Faculty Council on Multicultural Affairs (FCMA) and the Faculty Council on Women in Academic (FCWA) have been mandated to meet jointly throughout the rest of this academic year by senate leadership.

A member requested that Chapman send out a notice to the entire joint-council explaining that the councils are still combined and mandated to work together in joint-meetings through the end of the academic year. Chapman noted she would send a clarifying email, and that she would also consider meeting with the SEC to address the notion of the councils meeting jointly in the future.

FCUFS Resolution on Childcare (Exhibit 1)

Chapman explained that the Faculty Council on University Facilities and Services (FCUFS) has passed a Class C resolution requesting further resources be directed towards increasing childcare services for faculty and other members of the UW community. This resolution has been passed by the Senate Executive Committee (SEC) and will go to the floor of the Faculty Senate in its next meeting. Chapman added that the joint-council has the option of amending this resolution on the floor of the Faculty Senate in which it will be voted on for approval. She noted joint-council members should consider how they may address furthering their efforts to increase childcare on the UW Seattle campus.

4) Demographics and Data – Susan Astley

Susan Astley (former Faculty Senate chair, member of the SEC) was present to discuss ongoing efforts in acquiring demographic data pertaining to race, gender, and rank of UW faculty. Astley explained that she has been working for some time to make this data available, and her ultimate goal is to make the data accessible through Tableau Software. Tableau is easy-to-operate intelligence software used for data analysis, which also provides visual tools for greater understanding of complex data sets; the software also provides the ability to define parameters for searches, allowing seamless glimpses into large amounts of information.

Astley explained that she is the chair of the Faculty Equity Taskforce in the School of Public Health. She noted that she had informed her dean of her desire to work to address the topic in the past, and she knew that the first step was going to be to identify the problem. After some initial analysis, Astley discovered inequities in pay among men and women in the same positions. She explained that the taskforce found while conducting its work that it required access to data by gender and race– applicable to all UW faculty - in moving forward.

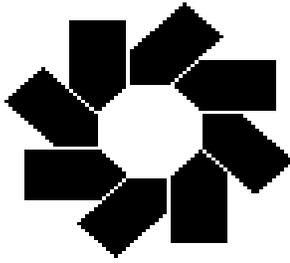
Astley explained that she had personally been given access to data of this kind, though her hope was to make the data available to all faculty for an increased understanding of the issues.

She noted any inequities should not be viewed as per the fault of the administration, though this does not mean that the UW community on the whole cannot work together to promote improved equity.

Astley noted that the data is currently available in PDF format. Though, analysis of data in this way would take many hours to complete, and is virtually an impossible (i.e. highly inefficient) way of conducting analyses. She clarified that she is pushing for the data to be available through Tableau for simplified glances into the data, and to make it available to the university at-large.

Astley noted she had hoped to meet with Interim Provost Jerry Baldasty, and Interim President Cauce, and perhaps include some members of the joint-council - to make a request for the release of the data. She noted one large concern over the data being released is the risk of losing anonymity of faculty members in departments where the numbers of women and/or members of color are very low. Astley noted another of President Cauce's main concerns over releasing the data was not because she didn't desire inequities to be known, but over fear that any inequities might be blamed on the faculty of the university. Astley explained one potential solution for the anonymity issue is allowing faculty members to make requests for removing themselves from the data if they had any concern.

Chapman noted deans are held accountable for metrics correlating to equity, and that there must be a way for the university to gain accountability to the issue. Astley noted the way forward is working through the entire university, including with students - who have a huge desire for achieving greater



April 30, 2015

Class C Resolution adopted at the April 23, 2015, Faculty Senate Meeting

WHEREAS, the University of Washington has fallen behind its peer institutions in providing flexible on-site childcare; and

WHEREAS, the faculty recognizes the administration's efforts to address this issue by appointing a full-time director for Childcare Development & Access; and

WHEREAS, the University of Washington continues "to create welcoming and respectful learning environments, promoting access, opportunity and justice for all." (UW Diversity Mission Statement 2014).

BE IT RESOLVED, that the Faculty Senate endorses the administration's appointment of a director and a permanent advisory committee on Childcare Development and Access; and

BE IT FURTHER RESOLVED, that through the permanent advisory committee the Faculty Senate will continue working with the administration to develop a family friendly environment at the University of Washington by the following actions:

- Develop accessible, near / on-site university childcare centers.
- Support collaborations between new campus childcare centers, affording access for families and ensuring excellence and quality programs for those served.
- Provide leadership in the field of early education, family relationships, and early mental health, essential to developing a qualified and informed workforce in meeting the varied needs of our graduate and professional school students, faculty, and staff.
- Strengthen family relationships by providing support and educational services that are based on research and best-practice methodology.
- Create flexibility whenever possible to adjust and respond to the changing needs of campus families, the workforce, and our environment.
- Develop productive partnerships to facilitate access by the University of Washington community to a full range of childcare support.

Submitted by:
Faculty Council on University Facilities and Services
April 6, 2015

Approved by:
Senate Executive Committee
April 6, 2015

Approved by:
Faculty Senate
April 23, 2015

equity, as well. Astley noted Chapman is right in that it is extremely important that the university community go along together in remedying the problem.

Astley noted she would like to work with the joint-council subcommittee on demographics. She explained another possible way forward might be the drafting of another resolution, used for requesting access to the data.

A member noted that some departments do not have an equity problem, and it may be advisable to consult with these departments and discover what practices have led to their success on this front.

Nolan mentioned that the UW Seattle library compiled race and gender data for their staff using PDF documents with the information, and it took them approximately a year to complete this task.

Astley noted there is currently universal access to UW student race and gender information through Tableau, and she would provide the link so council members might gain an understanding of how useful the software's format is.

Mescher noted President Cauce has made it clear that many, many universities have not achieved high standards of equity. She explained that the UW might become a leader among its peers in providing access to useful data, and looking to remedy the situation.

Chapman asked the subcommittee on demographics and data to report back in the May council meeting over ideas they might have for making use of the joint-council in combatting the issue.

Chapman asked for any additional questions, and there were none.

The council thanked Astley for her attending and presenting. Astley noted she would like to become a regularly invited guest of the council, to which Chapman agreed.

5) Brief joint council discussion of undergraduate course evaluation legislation

Chapman explained there is a proposal in the ASUW Senate that two questions be added to UW course evaluations pertaining to diversity. Chapman expressed concern that the adding of questions pertaining to diversity will have considerable backlash, and an overall detrimental effect on faculty evaluations.

Chapman explained that she would like the subcommittee on undergraduate diversity to go forward with addressing this concern, and in promoting awareness for possible backlash.

6) Other sub-committee updates and requests from the chair

- *Childcare joint-council subcommittee / update on resolution*

Mescher noted that a Class C resolution was passed by FCUFS in regards to Childcare.

Chapman explained that the childcare subcommittee should evaluate how best to proceed being that FCUFS has passed a resolution on childcare. She noted the topic would be addressed in the next meeting.

- *Minimum Wage at UW – Eloise update from GPSS, invite grad rep for April or May*

Kim noted all new student employees' wages were raised to 11 dollars hourly effective April 3rd. She explained this increase in wages is temporarily funded by fees through June 2015. She noted that campus union UAW Local 4121 is urging all student employee wages be raised to 15 dollars hourly, and that though the GPSS is in favor of raising student worker wages, this initiative is one on behalf of campus unions and student workers and not one of the GPSS itself.

Chapman urged the subcommittee to connect with the ASUW, and the GPSS, to fully understand the issue of minimum wage increases from varying perspectives, including estimated costs for wage increases.

- *Bias in hiring resolution group - shift to working on 2nd resolution to address training for promotion and tenure committees*

Chapman reported that SEC has tasked the subcommittee to draft a 2nd resolution to address promotion and tenure committees.

Chapman explained it is likely too late in this academic year to forward the resolution through the Faculty Senate, though it would be best for the resolution to be ready to be forwarded early on in the fall of 2015.

Chapman explained that the subcommittee might also benefit from working with Susan Astley, given her specific insight into faculty inequities.

Shaffer noted that even in the absence of full data sets for faculty inequities (mentioned earlier in this meeting), departments who have done well in regards to equity and inclusion may be able to offer some information to members of the subcommittee on how they had done so.

7) Good of the order

No items were stated for the good of the order.

8) Adjourn

Chapman adjourned the meeting at 2:31 p.m.

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

Present: **Faculty:** James Carothers, Rachel Chapman (chair), Joseph Babigumira, Cheryl Cooke, Ann Mescher, Michele Shaffer
Ex-Officio reps: Patricia Devine, Maureen Nolan, Allison Chan, Varsha Govindaraju, Elloise Kim, Claudia Frere
President's designee: Sheila Edwards Lange
Guests: Norma Rodriguez

Absent:

Faculty: Jim Gregory, Janine Jones, Ralina Joseph, Brett Rubio, Delphine Yung,
Michael Fialkow, Karen Fisher, Sarah Prager

Ex-Officio reps: Alison Mehravari

Exhibits

Exhibit 1 – FCUFS Resolution on Childcare