

University of Washington
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia
February 9th, 2015
12:30pm – 2pm
Gerberding 26

Meeting Synopsis:

- 1) Call to order
 - 2) Approval of the draft minutes from January 12th, 2015
 - 3) 15 dollars now campaign update – Paula Lukaszek & other union members
 - 4) Update on associate provost search (Edward-Lange, Joseph)
 - 5) Childcare resolution review of draft, suggestions (Mescher)
 - 6) Comments on law school diversity plan (please come with comments)
 - 7) Town hall on new salary policy (all)
 - 8) Subcommittee updates
 - 9) Adjourn
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1) Call to order

Chapman called the meeting to order at 12:35 p.m.

2) Approval of the draft minutes from January 12th, 2015

The minutes from January 12th, 2015 were approved as written.

3) 15 dollars now campaign update – Paula Lukaszek & other union members presenting

Paula Lukaszek, Sarah Bright, and Jay Hersmark were present to discuss the 15 Dollars Now campaign. Present on behalf of WSFE (Washington Federation of State Employees) Local 1488, this union, in terms of sheer membership, is one of the largest unions on the University of Washington campus. Paula Lukaszek is President of the Local 1488 chapter.

Lukaszek explained 800 of their 3000 union member employees have reported making less than a 15 dollars hourly last year. The 15 Dollars Now campaign has a goal of bringing all union member pay up to a minimum of a \$15 hourly wage.

Lukaszek noted the University of Washington is not bound by City of Seattle laws because it is technically a state institution, and this is part of the problem for union member employees and pay raises. Though the city may desire to increase wages, the UW will not be forced into following suit. She added Local 1488 does not have a concrete plan for going forward with the campaign yet, but efforts will likely be joined with WSFE Council 28, who are currently working on a statewide campaign for increased wages.

Lukaszek and Bright noted many union members are working two jobs because their UW employment is not satisfying their basic living needs. She added that one of the main factors in this problem is that the cost of living in Seattle is extremely high, especially in comparison to other Washington cities. She

added the university is currently having trouble hiring new employees because of this wage/cost of living deficiency. She explained when compared to the same jobs at other institutions, the UW is especially disparate. Lukaszek noted she believed the university is currently waiting to be forced into raising its wages.

A council member asked if the cost was known to bring all university employees' wages up to 15 dollars an hour. This number was not known off-hand. Another question was asked concerning if most of the workers in question were receiving benefits, to which the answer was that they do. Prager posed the point that perhaps the benefits packages at UW are superior to packages offered elsewhere.

Chapman explained to the guests that the Faculty Senate is currently facing similar issues as a new salary policy is being drafted by the Faculty Council on Faculty Affairs as a revision to the faculty code. She explained that in that discussion, and in other discussions around campus, the joint-council of FCMA and FCWA is responsible for overseeing and advising the faculty on varying demographic areas of interest. She noted the council will be in contact with Local 1488 concerning the continued efforts of their campaign. The council then conducted introductions to the guests, and explained which members were tenured staff, and which were not. Lukaszek thanked the council for their input and for becoming aware of the issues, and left.

Hersmark noted the engineering building where he works is chronically low on classified staff, and preventative maintenance has halted due to this fact. He added that he and other workers will be putting out a petition because the building is becoming unsafe, and this is just one example of the ways in which staff cuts and pay inequity can negatively affect specific aspects of campus.

The council thanked the guests for attending and they left.

Devine and Shaffer noted they would like to work together on a living wages subcommittee and address this issue with Shaffer as chair.

Carothers noted that he does not have an adequate enough sense of the data to be able to say that he supports this living wages effort. Chapman added that the entire council could benefit from increased information on the issue. Prager noted if she could know the cost of increasing all staff wages to 15 dollars per hour, that would be one number that could be of use. Another member noted that understanding the variations between the different benefits packages offered at the UW and at similar Washington universities might be relevant. Mescher noted if the guests return and seek a support statement, she believes the council should take part in their cause.

Edwards Lange (president's designee) explained the cost would be a minimum of 8.3 million dollars added to the payroll to bring up the amount of workers the guests noted to a 15 dollars an hour wage. She also noted that money to provide these increases would likely come from other budgets, which may include other workers getting laid off. Prager noted the state of Washington provides a great deal less money to the university than in years past, and she could go to the legislature considering these issues. She noted she believed this to be a state-funding issue. Chapman noted she heavily supports this push on the legislature to aid in raising wages of workers in need.

Woods noted she is a member of the Legislative Committee, a branch of the PSO (Professional Staff Organization). She explained they are in the process of gathering steam for several initiatives.

4) Update on associate provost search (Edward-Lange, Joseph)

Edwards Lange reported that two finalists have been vetted for the position of Associate Vice Provost for Faculty Advancement. She explained the window of time the applicants will be on campus is too tight for them to personally meet with the joint-council, although, the applicants will come to campus on February 24th and 26th, and all meetings will be held at the Ethical Cultural Center where they will be posed a series of questions. Edwards Lange noted the candidates are from Ohio State University, and from the University of Illinois.

5) Childcare resolution review of draft, suggestions (Mescher)

Chapman explained the history of the childcare resolution in the joint-meetings. The subcommittee on child care wrote a draft of the resolution, which was passed by the joint-council in December. The resolution went to members of the SEC where it was sent back to the joint-council, with notes on several issues with wording, and concerns that it did not specify certain elements of itself, in what it resolved to do. Chapman continued to explain that she, and Faculty Senate chair Kate O'Neill, walked through the resolution and found that it should be tweaked slightly before going to the Senate Executive Committee again. Chapman explained O'Neill had noted a few pieces should be moved around in the resolution before it goes to the March Senate Executive Committee meeting. Fialkow urged the subcommittee on childcare to meet in person to make efficient progress in revising the resolution. Mescher explained that the UW is not up to par with its peers in its ability to provide childcare services for its staff. She noted there should be a full time staff position that is supported by a newly created committee to address the issue. She explained that the resolution essentially states that the faculty at the UW "deserve no less when it comes to child care than their peers." She added the administration had posed questions concerning whom a new child care center on campus will be used by, how many faculty members it will be designed to support, and additional inquiries over details. Chapman explained that no one on the joint-council believes the need for additional child care support for UW faculty is a controversial notion. Chapman explained that the resolution on best practices for hiring (recently passed by the faculty senate) was passed by the faculty senate with experts on the matter in attendance at the meeting, speaking on behalf of the resolution. She added that the resolution in pieces 2, 3, 4, and 5 require editing for bolstering increased understanding and a better likelihood of its passing through the SEC. Fialkow noted he would like to take the lead on the childcare resolution and its drafting.

6) Comments on law school diversity plan (please come with comments)

Chapman asked the council to read the Law School Diversity Plan and be prepared for the presenters from the Law School at the next meeting of the joint-committee in March. There was confusion as to what is expected of the council from the guests. Norma Rodriguez, Director of the Office of Faculty Advancement, explained that the current Dean of the Law School, Kelly Testy, is very supportive of increased diversity both on campus and in the Law School, and a committee was developed to focus on the issue shortly after she was hired, who have now produced this document. Rodriguez noted the guests will be presenting to the council mainly seeking feedback.

7) Town hall on new salary policy (all)

Prager noted certain individuals have reported that the salary policy is unfunded, and if passed, it would implemented at the expense of other budgets. Shaffer noted that she also has heard talk of funding issues, and that in the department of Pediatrics there is very small approval for the salary policy. Fialkow noted that in the last joint-meeting there was discussion concerning how the salary policy responds to

gender and diversity, and he believes the council would still benefit from seeing this data. Chapman explained she would work outside of the meeting to bring a speaker to a subsequent joint-meeting with more data on the topic. Shaffer noted the difficulty with finding statistics for discussion of these issues is that the data is relatively unknown, and would likely have to be compiled.

Norma Rodriguez explained she would like to join the subcommittee on demographics.

8) Subcommittee updates

a) Undergraduate diversity subcommittee

Chan noted the committee is working with census data to find the ages of undergraduate students. She also noted the subcommittee is helping the UWCC (UW Curriculum Committee) in combing through classes to designate diversity requirements. Chapman noted if faculty will be critiqued on their inclusion of diversity in the content of their courses, this may backfire, as a professor who is non-white, homosexual, or so on - may be seen to be wrongly influencing the content of their course for personal reasons. She asked the council and subcommittee to be aware of this as a serious repercussion.

9) Adjourn

Chapman adjourned the meeting at 2:00pm.

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

Present: **Faculty:** James Carothers, Rachel Chapman (chair), Michael Fialkow, Ann Mescher, Sarah Prager, Michele Shaffer
Ex-officio reps: Patricia Devine, Allison Chan, Katie Woods
President's Designee: Sheila Edwards-Lange
Guests: Norma Rodriguez

Absent: **Faculty:** Joseph Babigumira, Jim Gregory, Janine Jones, Ralina Joseph, Brett Rubio, Delphine Yung
Ex-Officio reps: Varsha Govindaraju