

## MEMORANDUM

October 24, 2002

To: Members of Senate  
Chairs of Academic Departments / Schools

Copy: Academic-Support Department Heads

From: Amit Chakma

Subject: Welcoming Women Faculty:  
The Report of the Provost's Task Force on Female Faculty Recruitment

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In making the report public, I wish to express my appreciation on behalf of the university community to Gail Cuthbert Brandt and the members of her Task Force [Lois Claxton, Alan George, Beth Jewkes, Wendy Mitchinson, Mary Thompson] for their comprehensive review and many constructive proposals. I draw your attention in particular to the recommendations [pages 17-23] and to the 'Sample of Best Practices' [pages 24-26], which are very positive and proactive, and likely to benefit all faculty and staff recruitment and retention activity.

Over the years, UW has undertaken a number of initiatives to promote gender equity. Clearly more needs to be done and the report provides a number of excellent recommendations which I plan to act upon in consultation with Deans' Council. I see 'welcoming women faculty' as an ongoing issue for quite some time and wish to take this opportunity to provide an initial response to the report, as well as to comment on initiatives already underway which respond to some of the recommendations.

With respect to the recommendations, having now had opportunity to discuss the report with Deans' Council, I intend to create the new 'coordinator' position along the lines suggested in the third recommendation; the 'promote UW' and 'access to infant day care' aspects of recommendations 2 and 3 will be early priorities for the new coordinator, as will the coordinating role mentioned in recommendation 7 with respect to 'Women in XXX Committees'. Considerable progress has already been made regarding the provision of institutional start-up funding and teaching reduction in the first year of appointment. In the next budget cycle, I also intend to come forward with proposals to establish a bridging fund modelled roughly on the ideas set out in recommendation 2. I'll consider the establishment of an institutional fund to facilitate 'spousal opportunities' at a future date subject to budgetary constraints.

For the most part, I consider the suggestions set out in the first recommendation to be useful reminders for those involved in the hiring process, however, the issue of creating designated 'apprenticeship' positions to prepare women for senior academic administrative positions remains to be thought through further. Some of our women colleagues may rightfully react negatively to such an approach. Similarly, the issue of creating post doctoral positions for female candidates also requires further consideration. I might note that we already have a graduate incentive fund, which allocates \$400K annually to support graduate fellowships/scholarships for female students.

The suggestions in the fourth recommendation concerning gender representation on DACAs, recruiting packages' and a checklist for DACAs are sensible and practical; Deans have been asked to ensure that they are adopted as common practice in all academic units. The Chairs' Forum workshop series introduced this fall under the leadership of Gary Waller and Bruce Mitchell responds directly to the substance of the final three recommendations. I plan to discuss with Roger Mannell the feasibility of the UARC Chair conducting exit interviews with faculty who decide to leave UW prior to their normal retirement date.