Those present included Larry Knopp, Luther Adams, Dolores Alcaide Ramirez, Mike Allen, Katie Baird, Buck Banks, Anne Beaufort, Bonnie Becker, Jeff Begun, Tyler Budge, Ryan Card, Alison Cardinal, Kima Cargill, Ed Chamberlain, Jane Compsion, David Coon, Chris Demaske, Vanessa de Veritch Woodside, Joyce Dinglasan-Panlilio, Cynthia Duncan, Julie Eaton, John Finke, Kelly Forrest, Cheryl Greengrove, Mary Hanneman, Jennifer Harris, Mike Honey, Peter Horak, Emily Ignacio, Talitha (Cumi) Ikeda, Michael Kucher, Michael Kula, Bill Kunz, Hyoung Suk Lee, Julie Masura, Erik McDonald, Will McGuire, Nita McKinley, Divya McMillin, Janie Miller, Ellen Moore, Julie Nicoletta, Sushil Oswal, Deirdre Raynor, Steve Ross, Haley Skipper, Cynthia Stanich, Hautong Sun, Libi Sundermann, Riki Thompson, Ruth Vanderpool, Tanya Velasquez, Ingrid Walker, Carolyn West, and Charles Williams. Michael Brown and Kim Earles also attended.

29 faculty members were absent.

I  Approval of Minutes – Minutes of the 12 October 2012 faculty meeting were approved as submitted.

II.  Announcements and Updates

• Larry announced that Claudia Gorbman and Pam Keeley may be one of the first couples to have their same-sex marriage recorded in King County. They were featured in an article in the Huffington Post this week.

• Congratulations to Kelly Forrest on the publication of her book, Moments, Attachment and Formations of Selfhood: Dancing with Now published by Palgrave Macmillan.

• Larry briefly provided the framework of the IAS salary adjustment plans as developed by the IAS Administrative Leadership Team and the IAS Faculty Council. A 2% salary base raise is anticipated and some additional funds may be available for extra-merit and equity/compression issues. IAS plans to allocate 75% of the funds available to compression/equity and 25% to extra-merit. Specifics regarding these calculations are not yet available. IAS has been asked to compare faculty salaries with those in peer programs and he is trying to obtain salary information from previously identified peer institutions/programs as well as others that he has identified. Concerns were expressed about differing from the past practice of using salary comparisons with UW Seattle and CUPA salary scales and national salary comparisons that do not account for the cost of living in Tacoma/Seattle. Larry responded that he is responding to directives.

• Larry briefly discussed allocation of faculty office space and the need to develop a spatial configuration plan for IAS faculty offices as well as a campus master plan regarding faculty office space. He noted that we are trying to minimize the number of temporary faculty moves, but that a few IAS faculty are currently in untenable offices and need to be move just as quickly as possible.

• Libi Sundermann announced the formation of a campus Lecturer Affairs Committee which she is chairing and urged faculty to check the UWT Faculty Assembly website for upcoming activities and announcements.

• Emily Ignacio reminded faculty that the IAS Graduate Faculty would be holding four meetings to discuss revising the MAIS core course objectives and discussing issues of governance. She encourage faculty to watch for specific announcements and to attend.

• Larry reminded faculty of the Teaching Forum – UWT Tech Fellows discussing their online courses and new CANVAS features – following today’s faculty meeting.

III.  Reports from Faculty Assembly – Katie Baird discussed the Faculty Assembly initiative, Campus Fellows. The purpose of this initiative is to provide a means by which a small group of faculty can undertake an analysis of issues central to academic quality on campus, and develop recommendations for policy and procedures to improve the quality of our education. This year, faculty leadership identified three areas of inquiry: Writing, Quantitative Literacy, and Online Learning. Katie urged faculty to contact her for details.
Faculty Senate – Chris Demaske reported that the UW Faculty Senate is discussing how to recruit more diverse candidates for faculty positions, the tenured and non-tenured faculty split at UW, and on-line degree completion curricula. Chris noted that one online-degree is aimed at UW transfer students who have completed many credits at other institutions.

Report from Faculty Council – Ingrid Walker provided a quick overview of some of the topics that the IAS Faculty Council have been dealing with including faculty office space/moves, salary adjustments, reviewing new course proposals and program changes, the search process for multi-year lecturers, and transparency in annual reviews and decisions concerning lecturers. Ingrid asked the IAS faculty to approve a request to be sent to Chancellor Friedman from the IAS Faculty Council on behalf of the IAS faculty to request that all office moves of IAS faculty cease until the IAS administration, the individual faculty involved, and the IAS Faculty Council are able to meet with Chancellor Friedman and other relevant UWT administrators to mutually plan the next set of office moves—as well as permanent office locations for IAS faculty. Michael Kucher offered a friendly amendment adding that the faculty be given an accounting of the projected costs and costs so far of the UWT faculty office moves. The amendment was approved. The vote on the amended motion was 53 yes votes, 0 no and 1 abstention.

IV. For Discussion: Reviewing IAS Growth Priorities
Larry reviewed the highlights of the IAS Growth Priorities: 5 new tenure track positions, 2 multi-year lecturer positions (math and communication), a Fresh Water Science Cluster hire, Dave Morris’s retirement, Sian Davies-Vollum’s departure, and a new master’s proposal from Environmental Science. He noted that next year’s priorities depend on positive outcomes from the current faculty searches. Larry reminded the faculty that when positions are vacated, the line does not remain with IAS. Highlights of the discussion included the following needs and concerns:

- a tenure track hire in literature
- a tenure track geologist and a multi-year lecturer in biology
- a multi-year lecturer in psychology
- building the American Studies major – there is lack of sufficient breadth as preparation for graduate study in the current American Studies major
- Music
- Human Rights has been previously prioritized by IAS as a whole but its priority now is unclear
- How to prioritize growth – what’s the role of the administration and faculty in this process? The IAS Faculty Council was asked to articulate the process. The IAS Administrative Leadership Team deals with the nuts and bolts while the IAS Faculty Council actually develops, reviews and approves recommendations for the whole IAS faculty.
- Growth priorities need to be a conversation with the whole IAS faculty.

Larry asked if IAS needs more faculty meetings to deal with the complex issues that continually arise and require substantial discussion. He will take a look a possible additional faculty meeting dates for the Winter and Spring 2013 quarters. There was a request for a discussion about the balance between tenure track faculty and lecturers as soon as possible.

V. Adjournment
The meeting adjourned at 2:30 pm.