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**Agenda**

**Faculty Affairs Committee Meeting**

December 6, 2016 1:30-2:30pm Location Pinkerton #212

1. **Consent Agenda**
   1. Meeting material: November 15, 2016 Faculty Affairs Committee Meeting Minutes
      1. The minutes were approved
2. Chair’s Report and Discussion Items:
   1. **Draft Non-Competitive Faculty Policy**
      1. Issues with programs not going through the proper competitive process for rehiring lecturers
         1. These backdoor processes undermine the Universities policies on diversity & equity
      2. Draft policy on non-competitive faculty appointments
         1. There might be some push back (resistance because of reallocation of resources) from higher administration in schools
         2. Who would approve this policy? Ask Jim Gawel, APT chair, and/or Alison Hendricks, Academic HR
         3. A competitive hire equals an approved faculty line from administration
            1. For a formal search, there must be an approved faculty line
         4. Nursing & Healthcare Leadership scrambles each year to fill classes with qualified instructors
      3. **VOTE:** Faculty Affairs Committee approves the Non-Competitive Faculty Policy – Jim Thatcher moved, Margo Bergman seconded: 6 in favor, 0 against, 0 abstain, 1 absent
   2. **Climate Survey**
      1. FAC members reviewed two climate surveys: an expansive 64 page one and a shorter 15 page one
      2. FAC discussed: need for incentives, using catalyst, will people trust it more if it’s from a UW website, could a web design class help make a page for it, how to market it, how to run the data, get help from a Research Methods class?, the Executive Council is supportive of a cross-campus climate survey, what’s the timeline?, what’s the cost?, submit as initiative to meet a Strategic Plan Impact Goal?, should the proposal include a course buy-out for a faculty member to work on this survey (or two buy-outs in one quarter?)
      3. ACTION: Chair, Marian Harris, will contact Rakin & Associates about cost and permission to use and modify their Campus Climate Assessment Instrument
         1. Washington State University, Portland State University and other reputable institutions have used this survey
      4. Focus survey on experiences around bullying and racial discrimination
      5. **ACTION:** A FAC subcommittee of Marian, Susan, and DC will look through the long survey and tailor it to UW Tacoma. FAC will invite the Strategic Planning Coordinating Committee’s Co-Champions for the Equity Impact Goal, Amanda Figueroa and Ruth Ward, to the January 17, 2017 meeting to connect with them about the climate survey
   3. **Childcare Issues**
      1. Chair, Marian Harris, shared a new “children in class” policy that she is proposing for the Social Work & Criminal Justice Program; she also shared SW&CJ’s current policy that she is updating
         1. MSW students initially proposed this policy to Marian and other SW&CJ faculty
      2. FAC members wondered if such a policy is needed campus-wide, or up to each unit
         1. Also, a lactation policy
      3. FAC will see how this new policy gets on in SW&CJ and then look into writing a campus-wide policy of this nature
      4. A FAC member found that UW Tacoma is part of UW’s Childcare Access Initiative and that this initiative has a committee, but without UW Tacoma represented.
         1. FAC will work to get in touch with this committee and form a connection
      5. The UW Tacoma Childcare and Family Support Services website needs to be linked from the Student & Enrollment Services main webpage
         1. It is very challenging to find and is not linked anywhere
      6. The UW Tacoma Lactation Station is not available after 5pm
         1. Could UW Tacoma add one or two more of these, either at the Library or UW Y?
      7. **ACTION:** DC will contact Childcare and Family Services; Margo will contact Amy Hopkins, the contact for the Childcare Access Initiative Committee
   4. Adjourn

**Upcoming Faculty Affairs Committee Meeting:**

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