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**Faculty Affairs Committee Meeting Minutes**

March 14, 2017 1:30-2:30pm SCI 104

***Present:*** *Sarah Hampson, Marian Harris, Greg Benner, Jim Thatcher, Jennifer Heckman.*

***Absent/Excused:*** *D.C. Grant, Susan Johnson.* ***Guests:*** *Kristi Soriano-Noceda*

1. **Consent Agenda**

The February 14, 2017 Faculty Affairs Committee Meeting Minutes were approved

Chair’s Report and Discussion Items:

1. **Childcare and Family Issues** – *Krisiti M. Doriano-Noceda, Program Support Supervisor, Childcare and Family Support Services, Student Engagement*

Kristi spoke with FAC about the Childcare Assistance Program. The Student Activities Fee Committee allots funding to disperse for childcare. As students apply, they can be eligible for up to $600 per quarter. A Washington State grant could potentially help with childcare funds, as well. Kristi is looking to expand CAP and Childcare & Family Support Services and to align them with the Strategic Plan. She asked FAC who she should connect with in regards to partnerships and information. Social Work and Criminal Justice will invite Kristi to their April program meeting. FAC members proposed that each academic unit try to invite her to a program meeting before the academic year ends. Kristi shared that in surveying students who use CAP and Childcare & Family Support Services there are many unique circumstances, which make it challenging to be inclusive. FAC shared with Kristi about the newly passed Infants and Children in Class policy. They spoke about the need for more Lactation Rooms on campus; especially one in the Library because it is open latest. Kristi has been circulating flyers for the GWP 410 Lactation room in order to make it more visible and accessible to those who need it. FAC discussed the need for the Childcare and Family Support Services website to be more accessible as well. FA Admin. will meet with Kristi to connect her to colleagues in Advancement who can help with making the website more accessible, as well as, give her pertinent materials like the Childcare Survey that FAC conducted in 2015-2016.

1. **Climate Survey** – *Marian Harris*

Marian met with Turan Kayaoglu, who is leading the Faculty Development Council, about the need for a campus climate survey that includes faculty, staff, and students. The Executive Council and Strategic Plan Coordinating Committee agree that this is a need at UW Tacoma. FAC discussed doing the COACE survey again, but want a survey that includes staff and students. Marian will be meeting with Melissa Lavitt, EVCAA, on March 27th to share the Rankin and Associates proposal and ask for funding.

1. **Letter about Lecturer-Related Issues** – *Sarah Hampson*

Sarah shared a letter from the Faculty Forward group and highlighted issues of shared concern, especially in hiring non-competitively. Since concerns are similar, FAC could use some of the language that was used in the letter when working on the next draft of the Proposed Policy on Non-Competitive Faculty Appointments.

1. **Proposed Policy on Non-Competitive Faculty Appointments**

The Executive Council has been discussing this proposed policy and its wording. Marian also met with Mark Pendras, Faculty Assembly chair, and Lind Dawson, Lecturer Affairs Committee chair. They want the policy to also include part-time lecturers. EC asked that FAC reps take the proposed policy back to their units to gather feedback and then work on another draft. Alison Hendricks in Academic HR sent the UW guidelines: [Provost’s Lecturer Guidelines](http://ap.washington.edu/ahr/policies/lecturer-guidelines/). Are these guidelines being evenly practiced at UW Tacoma? Who has the authority to make sure that UW Tacoma follows these guidelines (EVCAA, Deans, Directors, Provost, faculty)? Non-competitive hires are at a dean/director’s discretion. But there is no mechanism to check and make sure that the guidelines are being followed. The goal is to have the guidelines change to only being able to do a competitive hire for 1 year or have stipulations for when 2 or 3 year non-competitive is allowed due to an emergency situation. Social Work approved doing a search that creates a pool of part-time faculty. Urban Studies has something similar. Jim Thatcher will check on their policy. Perhaps this method could be written up and generalized so that other units could use it as well. The more we have in writing, written down as policy and procedure, the better.

In working on this policy, FAC’s main point is that when we don’t competitively hire, we don’t go through the processes in place to ensure equity and diversity in hiring. It comes down to work-place equity.

1. **Adjourn**