**Faculty Affairs Committee Meeting Minutes**

June 6, 2017 1:30-2:30pm CP 206 C

***Present:*** *Sarah Hampson, Marian Harris, Greg Benner, Jennifer Heckman, Susan Johnson, D.C. Grant, Jim Thatcher.*

1. **Consent Agenda**

The May 15, 2017 Faculty Affairs Committee Meeting Minutes were approved with edits suggested by FAC members.

Chair’s Report and Discussion Items:

1. **Revised Draft - Proposed Policy on Non-Competitive Faculty Appointments** *Appendix A*

FAC reviewed a revised draft with additions from member, Jim Thatcher. The addition included language that provides protection against over reliance on part-time faculty. Also, the language indicated that academic units can be exempt if they have an ongoing need for clinical and professional part-time faculty. The committee discussed if academic units to whom this applies should be asked to communicate their need with Faculty Affairs Committee of the Academic Policy and Curriculum Committee, in order to be in compliance with the policy (to be determined). FAC discussed the growing demand for instructors and that staffing needs have not kept up with student enrollment in all areas. As far as timeline within the policy, FAC agreed that the competitive hiring process should start immediately, and a non-competitive hire should be replaced with a competitive hire within one year. But, since it can often take longer, it was added into the language that the non-competitive hire could be renewed up to two years. The committee agreed that this policy work would be indicated as ongoing in the FAC annual report so that they can take it up again in Fall 2017.

1. [**Climate Survey**](https://catalyst.uw.edu/workspace/file/download/79460ea3ddbf8287d2e7d9632a6e7bfbd1a958d86cef6a0c28a80d2ae1e5c01d?inline=1) – *Marian Harris*

Chair, Marian Harris, updated the committee on her work around the Climate survey. She met with Chancellor Pagano on May 31, 2017 and advocated for a UW Tacoma specific climate survey. Again, the issue is funding it. Marian and the Chancellor made a plan that she would meet with the person leading the Tri-Campus survey initiative and advocate for including Tacoma specific questions. This way, UW will fund the climate survey, but it will still meet UW Tacoma’s unique needs. Marian asked the committee to continue communication with the Tri-Campus survey committee in Fall 2017. Committee members shared instances of advocating for a UW Tacoma specific climate survey in their academic unit meetings with the Chancellor and EVCAA. Chair, Marian Harris, will also be meeting with the 2017-2018 ASUWT President, Arwa Dubad, to include her in this effort and ask for her support. The committee agreed that an ideal outcome would be having a set of survey questions that were the same for all three campuses to get UW wide data that could be comparable across the UW, AND, to have specific survey questions included for each campus. The Tri-Campus survey timeline will be different than the originally proposed timeline in the Rankin and Associates proposal. FAC agreed that they’re willing to help manage the Tacoma part of the survey and wondered if there would be accessibility issues to data since the survey is being centrally administered. At the first Executive Council of 2017, when EC discusses standing committee charges, D.C. will have an opportunity to update EC on the Climate Survey and indicate that it will be part of FAC’s charge again.

1. **Parking for Faculty & UW Express Bus (#586)**

Chair, Marian Harris, also brought up with the Chancellor the issue of the UW Express Bus no longer stopping at UW Tacoma and not running frequently enough. Currently, this route is only serving those who work in Seattle all day, but not UW Tacoma folks who need to go up for meetings. The Chancellor will be meeting with a Sound Transit person soon and agreed to address the issue with them. Marian will also meet with Mayor Strickland over the summer and speak with her about these concerns. FAC will follow up with the Chancellor about this in Fall 2017. Currently, there is no money for another parking garage. FAC members talked about how a parking garage can pay for itself over time. They spoke about the need for dedicated faculty parking spots. Also, parking has been the student’s number one concern, but there hasn’t been much to begin to address it.

1. **Adjourn**

The committee members expressed appreciate all around for a productive year.

Appendix A

Proposed Policy on Non-Competitive Faculty Appointments

It is understandable and normal for some level of non-competitive hiring (and the use of temporary or adjunct faculty) to be customary. ~~to satisfy unanticipated circumstances and emergency situations.~~ To ensure equity, inclusiveness and diversity are incorporated in all aspects of the faculty hiring process, the Faculty Affairs Committee herewith proposes the following policy on non-competitive hiring process:

. ~~to satisfy unexpected shortcomings in faculty course coverage~~. Whenever a non-competitive full-time position is filled, the competitive hiring process must be immediately undertaken to fill the position through a diversity focused and inclusive process. Non-competitive full-time faculty appointments may be made for one year with an option to renew up to two years.. Non-competitive hires are assumed\* to be included in the candidate pool for the competitively hired position, unless they opt out of the process, but are not afforded special treatment due to their incumbency.

Part time faculty positions should exist primarily to satisfy unexpected shortcomings within faculty course coverage. In light of this, when departments and divisions make use of part-time faculty to cover more than 1.5 FTEs for a period of greater than two consecutive years, a competitive hiring process must be undertaken for a full time position by the beginning of the third year. Units may apply to be exempt from these standards due to ongoing permanent needs regarding clinical and professional appointments.