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**Agenda**

**Faculty Affairs Committee Meeting**

September 25, 2017 3-4pm Location - TBD

1. Consent Agenda
	1. *Meeting material: June 6, 2017 Faculty Affairs Committee Meeting Minutes*
2. Chair’s Report and Discussion Items:
	1. *Fall Meeting Schedule*
	2. *EC Defined Charge Items*
	3. *Parking for Faculty – update / mandate*
	4. *UW Express Bus (#586) – update / mandate*
	5. *Childcare and Early Childhood Education*
	6. Adjourn

**FAC meeting schedule – Monday 10/16/17 – 11:30-12:30 – every 4 weeks**

1. *Race & Equity Issues – deeper consideration in winter quarter*
	1. *Faculty hiring process*
	2. *Volunteered to be a part of searches in insuring equity in hiring process*
		1. *Can help consult/advise on searches – will consult with FAC*
			1. *Review/consult about advertisement*
	3. *Make sure there is a measurable goal for this*
	4. *Aware of units who have R&E hiring guidelines?*
		1. *Not yet, can ask. Guidelines for hiring committees put out by former EVCAA….*
			1. *SHOULD BE MADE POLICY – joint statement*
			2. *Use these to create policy*
		2. *Equity expert/advisor/coach on searches*
		3. *Post-doc. Student presentations*
		4. *Overlap - want to make sure there is collaboration and not silos*
			1. *APT’s documents from Spring 2017*
2. childcare? - sends rep to Seattle based childcare advisory committee
	1. traction for more childcare at UWT?
	2. Amy Hawkins is now just in advisory role; not a formal UW committee any longer
	3. Idea: partner with School of Ed. & do early childhood education…lots of considerations (space, etc.)
	4. Economics of childcare – quality programs are expensive, but there may be state monies to subsidize certain programs
	5. First step toward ongoing problem?
		1. Explore options with state funding to support a childcare program
		2. Partner with Bates or other institutions/childcare centers – capacity issues
		3. Muse – very expensive (esp. for students); “slots for our students, faculty, and then community” – anecdotal
			1. Figure out a way for the Muse to not be cost prohib.
	6. Important issue
	7. Numbers? Survey in 2015 and again in 2016
		1. Demand study (like for court 17) – Paul Weed’s office – reports to Patrick Clark
	8. Measurable goal? Create a business proposal
3. parking/bus routes - prioritize
	1. Marian sent letter to Tacoma Mayor, Marilyn Strickland
	2. Bus #586 – doesn’t serve UWT as a “shuttle” as it used to
	3. follow up with James Sinding about Campus Parking plan
		1. Have parking permits delivered earlier?
	4. D.C. will send email of parking solution ideas
	5. Measurable goal? Create a business proposal
4. Teaching Evals - Campus Fellows report - so far FA hasn't done anything with this – Ask FAC to follow up on this in terms of policy?
	1. We need to build a structure and have faculty do more than one kind of evaluation (eval. That students fill out)
		1. Should be taken with “grain-of-salt” due to bias; include language in policy
	2. Peer-evals are seen differently because there is no structure for these
	3. Faculty teaching portfolio become part of promotion & tenure (or teaching evaluation)
	4. Formative – peer review process so in long run it can become summative; see follow up and growth, documented in portfolio, can be given more weight
		1. If faculty member is doing same thing year after year – red flags
* Proposed policy on Non-Competitive Faculty Appointments - continued from spring 2017
	+ Close to finished draft; tying up after EC approval
	+ Have worked with LAC in past; will confer with them on most current draft
	+ D.C. will work with LAC (Jim and Jeremy) to finalize draft
	+ Will try to circulate before next meeting and then vote at next meeting
	+ \*D.C. will prioritize this
* Climate survey\*\*
	+ Rankin & Associates proposal ($70k) – now involved in UW wide survey (Diversity Blueprint, Ricky Hall, Dr. Deirdre Raynor (interim Assistant VC Equity & Inclusion), Chancellor)
		- Ricky Hall will include Marian (though on sabbatical) and Deirdre on survey committee to make sure that there is a part focused on Tacoma
		- Rankin & Associates have applied for this; has not yet been decided
			* Advantage is they survey students, faculty, & staff; good data set
		- Make sure UW Tacoma is well represented in survey
	+ HOW INVOLVED DIRECTLY?