****

**Faculty Affairs Committee**

**Meeting Minutes**

March 8, 2018 12:30-1:30pm CP 206 C

***Present:*** *D.C. Grant, Gillian Marshall, Jim Thatcher, Sarah Hampson.*

***Excused:*** *Susan Johnson, Margo Bergman, Greg Benner*

1. **Consent Agenda**

The February 16, 2018 Faculty Affairs Committee Minutes will be reviewed and voted on at the April meeting. The 3.8.18 agenda was accepted with addition of number 8 – future meeting schedule.

1. **Discussion Items:**

* Non-Competitive Hiring Policy  **EC Feedback in Appendix A** 
  + Update from February 23rd EC meeting:

Presented the Non-Competitive Hiring Policy at EC. The meeting was moved onto another topic due to time, so the discussion of the policy wasn’t resolved. It was moved back to FAC to discuss feedback and resolve. Should FAC redraft the policy before taking it back to EC? Feedback from email was not in EC discussion, added after?

* First two bullets of feedback are already in policy.
* Thought questions were answered/resolved in EC meeting, but apparently not. So, need to address each question/piece of input
* \*1,2,5,7 are already in policy. 5 doesn’t apply. Enforcement/overseen will be in policy
* FAC, doesn’t feel that policy was fully read
* Can we bring to full-faculty without EC’s approved? No, not according to the bylaws
* Feel very strongly about number 4 and next to last: both are suggesting that this policy falls under preview of ECVAA and academic HR. Strongly disagree. If there is some way we can make a motion from the floor or from next FA meeting. Ask faculty if they would support it, sign petition.
* Urban studies has already given their support/approval for this policy
* Take back to individual units and get their feedback/approval. If each individual unit approves/feedback, that would show faculty support of it.
* Not sure if opening up for feedback would be good (already a lot of word-smithing). Go back to units and just ask for support. Ask: Are you will to put this up for a vote? At least submit the names of faculty in support.
  + Some agreement of that idea.
* Is it worth going to EC one more time with clear responses to their feedback? Use bulleted list and craft a response to each, maybe some room for change. Most responses to point to verbiage in policy.
* Strongly against going to administration and forming a MOU.
* Happy to respond to each of these points.
* When FAC chair spoke with EVCAA, the EVCAA didn’t have a full understanding of the need but understood the reasons for needing it. D.C. referenced in EC meeting the policy we already have that is not being enforced/practiced.
* This policy makes explicit the things we should be doing.
* We understand that this policy is advice to administration, but don’t the current policy doesn’t have teeth; trying to make a statement and say that we need to stick to the sprit of what policy we already have.
* D.C. will notify FAC when EC has it on their agenda next so that FAC can come in support.
* Response time-line:
  + Start before spring quarter or very early (1st week of spring) and get it back to EC (Laurena and Ka Yee) and request agenda time
  + Put it in google doc for FAC to work on

PLAN: email with EC feedback has been forwarded to FAC; D.C. will create a google doc, FAC will work on this; once on agenda, gather support and people to attend. Let’s make a real effort on turn-out, especially for the people this effects.

\*Non-competitive lecturer hiring policy feedback (sent via email to DC, then forwarded to FAC):

1. Concern about requiring a competitive hire in the first year of a non-compet. hire, too soon to know the long term need.
2. Suggestion to make the trigger for competitive hire in the second year after non-competitive hire, if determined then that these courses will need to be taught on an ongoing basis. This eliminates the gap year for re-hire after reaching the three year maximum for temporary appointments. But allows units a full year to determine ongoing needs after a temp. hire.
3. Consider making two separate policies – one for noncompetitive hires, and one for the part time hires since they are rather different policies.
4. Concern that much of this procedure occurs in Academic H.R. and the EVCAA office, and the policy must be developed in concert with admin., not just EC.
5. Wording of the policy is too narrow. Not just sabbatical replacements, but also Family/Medical Leave, admin. course releases, faculty leaving for other jobs mid-year and other emergencies that arise. There are many many reasons why units might need to hire a temporary or part time person.
6. Possibly an MOU between FA and EVCAA about hiring practices would be preferable to a policy. This is something to check out with Jill.
7. Part time policy is complicated enough that enforcement may be impractical or even impossible. Who will do the oversight/enforcement?

* Teaching Evaluation Policy Draft with Faculty Code Language
  + Waiting space on EC agenda – no date yet – effort for over two years and keeps hitting road blocks.
  + Our draft is strong. Should we also take community support approach? Ask Teaching Evaluation Campus Fellows - Tom Koontz, Sushil Oswal, Sarah can reach out with date on EC agenda.
  + Bring proposed draft back to faculty and ask for support in coming to EC meeting. FA Admin asked to communicate FAC’s preference for getting on 3/30 agenda so that it doesn’t get pushed back further.
  + Proactively talk to people about 3/30, if we have to reschedule to 4/13, we can.
* Climate Survey Update
  + RFI issued by UW Office of Procurement. Multiple responses received. Committee will meet soon to review. After the meeting Dr. Rickey Hall, VP/Chief Diversity Officer, Office of Minority Affairs will meet w/ President and Provost to decide. Goal is to issue an RFP before the end of academic year.
  + This means climate survey won’t happen till next year, like we predicted.
  + At this point, out of our hands, don’t have ability to make a change on this. Should we take it off of our deliverables?
    - No, we should leave it on to be aware that it’s happening and get regular updates because this is a tri-campus effort. Agreed.
    - Keep some visibility at EC – committee chairs don’t make report to EC. Instead, ask for time on agenda. Don’t give regular report. Don’t have mechanism to report back without requesting time
      * Make request for committees to give regular reports
      * Will have annual report, but we should at least have a quarterly report so things aren’t “too late”
* Parking for Faculty –*Parking Efforts Appendix B* 
  + Determine next steps in new plan to collaborate with students
  + Forming alliance with key students to discuss joint venture related to parking and childcare.
  + If anyone is interested on working on a joint committee with students, let D.C. know via email. It will happen last week of March or beginning of April.
  + How to ask Staff Association? Email Jeremy and Liz
  + Sarah and Jim both interested in joining this effort
* Childcare and Early Childhood Education
  + Determine next steps in new plan to collaborate with students
* Sound Transit
  + Need to form a plan – may also be in collaboration with students
  + Greg had a connection? I think so. Haven’t progressed on this yet.
  + Potential steps for progress before end of year:
    - News paper – call for community members to be on steering committee about the expansion of the link from Fed. Way to Tacoma – may be a way to connect with pierce transit
    - Marian was going to connect with previous mayor Marilyn Strickland – maybe ask Marian about this – pick up from here?
    - What we want: regular service between the UWS and UWT campus; a shuttle; continual links between the campuses; some sort of direct chain; the UW express; if we’re going to be a tri-campus university, make it able to be one university
    - There are regular buses between UWB and UWS
  + D.C action items: try to find right contacts at sound transit and Bothell – to work on multi-dimensional express throughout the day; if we work with UWB and sound transit, UWS will follow suit;
    - This may take someone like Mayor Strickland to lobby on our behalf; talk to chancellor? Think bigger?
    - Contacts through south sound tech. conference?
* Future Meeting Schedule
  + Change 2nd Thursday to 3rd for spring?
    - Keep to 2nd Thursday for spring; use 3rd for next year
  + Use 3rd Thursday moving forward
  + Sarah cannot come June 7th, find replacement

All future Faculty Affairs Committee meetings will now follow the pattern of every third Thursday of the month from 12:30-1:30pm with the exceptions of December (first Thursday), March (second Thursday), and June (first Thursday) due to quarter breaks. This information will be shared with academic units so that when they are nominating and electing FAC reps, the incumbents can be aware of the standing meeting schedule, determine if it conflicts with other commitments, and either make arrangements for their schedule or decline the position.

Faculty Affairs Committee Meeting Schedule 2018-2019

FALL

Thursday, September 20, 2018

Thursday, October 18, 2018

Thursday, November 15, 2018

Thursday, December 6, 2018

WINTER

Thursday, January 17, 2019

Thursday, February 21, 2019

Thursday, March 14, 2019

SPRING

Thursday, April 18, 2019

Thursday, May16, 2019

Thursday, June 6, 2019

**Only a few meetings left, so we should do more via email and google to make remainder of meetings productive.**

**APPENDIX A**

**Excerpt from EC 2.23.18 minutes:**

**“Coordination of Non-Competitive Hiring Policy –** *Appendix A: Proposed Policy on Non-Competitive Appointments*

* + The goal of this policy is to encourage competitive hires and reduce the number of non-competitive hires over time
    1. Non-competitive hiring lends itself toward “someone you know” and “someone like me” instead of broadening the pool and encouraging diverse applicants
    2. Non-competitive hiring also enables a tendency to hire part-time faculty repetitively instead of hiring permanent, full-time faculty
       - This creates an unstable work situation for the part-time faculty member
       - We need to ensure that students are getting a high-quality education
    3. Ideally, every position we have should be competitively hired, but there are some situations when this isn’t feasible
    4. We need to begin to make better predictions of what we will need so that we can do competitive hires (which take more time)
  + Concern about requiring a competitive hire in the first year of a non-competitive hire; it might be too soon to know the long-term need
  + Suggestion to make the trigger for competitive hire in the second year after non-competitive hire, if determined then that these courses will need to be taught on an ongoing basis.  This eliminates the gap year for re-hire after reaching the three -maximum for temporary appointments. But allows units a full year to determine ongoing needs after a temporary hire
  + Consider making two separate policies – one for noncompetitive hires, and one for the part time hires since they are rather different policies
  + Concern that much of this procedure occurs in Academic H.R. and the EVCAA office, and the policy must be developed in concert with admin., not just EC
  + Wording of the policy is too narrow. Not just sabbatical replacements, but also Family/Medical Leave, admin. course releases, faculty leaving for other jobs mid-year and other emergencies that arise.  There are many reasons why units might need to hire a temporary or part time person
  + Possibly an MOU between FA and EVCAA about hiring practices would be preferable to a policy. This is something to check out with Jill.
  + Part time policy is complicated enough that enforcement may be impractical or even impossible.  Who will do the oversight/enforcement?
  + According to the Secretary of the Faculty, the Faculty Code states that the faculty’s role in appointments is to see a list of candidates and to vote on the candidate to receive the appointment. All other aspects of appointment are with the administration. Faculty can advise on appointment policies in a spirit of shared governance, but cannot impose appointment policies.
  + This discussion was tabled for a future meeting due to time constraints.**”**