

**Faculty Affairs Committee**

**Meeting Minutes**

April 12, 2018 12:30-1:30pm SCI 104

***Present:*** *D.C. Grant, Sarah Hampson, Margo Bergman, Greg Benner, Sunny Chen as sub for Susan.*

***Excused:*** *Susan Johnson, Gillian Marshall, Jim Thatcher*

1. **Consent Agenda**

The February 16, 2018 and March 8, 2018 Faculty Affairs Committee Minutes were approved (with the correction of typos in the 2.16.18 minutes) and the agenda was accepted. FAC members were aware that the meeting audio was being recorded for minutes.

1. Non-Competitive Hiring Policy 
   * FAC reviewed their plan to respond to EC’s feedback and re-submit to EC with a strong emphasis that it go up for a vote. FAC agreed that part of their response would include that DC did talk with the EVCAA previously. They agreed that though they would respond to the feedback, they would not make substantive changes to the proposed policy.
   * FAC discussed other avenues for approval; i.e. bring it from the floor in a Faculty Assembly meeting
     + Perhaps have a conversation with faculty leadership about this option: *Why are you not taking this up? When will it be put up for approval? At what point should we instead bring it to the full Assembly?*
   * ACTION: DC will respond to bullet-pointed feedback and review with committee.
2. Teaching Evaluation Policy
   * DC was in process of consulting with the Teaching Evaluation Campus Fellows chair, Sushil Oswal. When the policy was on the 3.30.18 EC agenda, there were suggestions to add in best practices and work with Sushil on incorporating verbiage from the Teaching Evaluation Campus Fellow’s report. FAC was discouraged that the policy was not accepted based on the hard work that had already gone into it over the past four years. FAC discussed adding the report a link. FAC members suggested adding the link and including some sub-bullets and run it by Sushil via email (as he is very busy right now chairing a search). EC has agreed to have this policy on their next agenda on 4.23.18. DC said that he would lobby for someone to make a motion to get the policy on the table and approve it during the next EC meeting.
   * FAC discussed other units’ teaching evaluation policies, templates, practices, like School of Education. Greg Benner will forward the information he found to FAC.
   * Policies aren’t meant to collect best practices; they are meant to point to best practices and hold units to them.
3. Climate Survey Update
   * No new updates since last meeting. It looks like the survey could be implemented next year with the data available by the end of the next academic year.
4. Parking for Faculty 
   * DC has begun discussions with students about collaborating and push administration into favorable action. DC invited other FAC members to join these discussions. DC will forward information to interested members.
5. Childcare and Early Childhood Education
   * There is a new task force including staff and students. Kristi Noceda-Soriano, who supports Childcare and Family Services, as well as, partners with the Registered Student Organizations, Huskies and Pups, is helping to lead the effort, invite students, and include key community members. There is a meeting scheduled for Thursday 4/19 at 3pm. DC will forward this invitation to the committee with encouragement for them to invite others who are interested. It would be great to involved more faculty and students. FAC members were excited about the collaboration and potential of taking this effort from grassroots to beyond (i.e. involving the legislature).
6. Sound Transit
   * DC has made multiple contact attempts via email, but has not heard back. FAC members discussed potential leads: Margo knows someone on the Tacoma Economic Development Board. She will ask her for further leads.
7. Other Business
   * FAC discussed charge items for 2018-2019:
     + They noted that the policies which haven’t yet passed probably won’t pass by the end of the academic year. Thus, those items will be carried into the next year.
     + Are there other things that FAC can do, policies, procedures, etc., (think creatively) that could come alongside the Non-Competitive Hiring policy and help mitigate some of the issues?
       - For example, increasing diversity training for hiring practices
       - Some units (NHCL and SWCJ) have pre-vetted part-time lecturer pools for when they need to hire quickly
         1. Perhaps FAC could construct a policy around this as a best practice
         2. Other units who have to emergency hire will often hire “anyone off of the street” and that can be/ has been problematic
     + FAC discussed the AAUP listserv and the information circulated about budgetary issues and messaging
       - There has been messaging that we can’t hire and can’t enroll more students
       - There is still a lack of transparency and mixed messaging around the budget; faculty care about this but don’t know where to start; some attend meetings about this and come away more confused
       - What do faculty want with the budget process? What do they need?
       - There are many choices being made based on budgetary reasons, i.e. hiring practices (non-competitive is cheaper); hiring and budget tie in together
       - Faculty deserve better transparency
       - How do we want to interact with the budget process?
         1. How should we?
         2. What would be our ideal?
         3. What are we willing to accept?
     + FAC discussed the need for better research structures; we’ve put research infrastructure on back-burner and don’t have the same resources UWS and UWB have
       - FAC member had talked with AVC for Research, Turan Kayaoglu about having a faculty council within the Office of Research; Turan was supportive of this
       - This year, contracts have been delayed, not approved on time; there is need for improvement
       - For the amount of research faculty are asked to do, there needs to be more support; more professional development funds
         1. i.e it’s challenging to go to two conferences per year on $1800; if expected to publish at a certain rate, one needs to attend at least two conferences
         2. Other, similar institutions (10 years ago) gave assistant faculty more than $1800 for professional development and conferences
       - There have been good workshops on campus, but there is need for improvement in terms of structure and support for the research expected of faculty
       - Suggestion to include research support into the best practices section of the Teaching Evaluation Policy
       - FAC discussed publishing, professional development, and accreditation requirements among their disciplines
       - There has been an issue with faculty staying at the assistant professor stage for too long, but the lack of support for professional development explains this issue
         1. Faculty need external reviews for promotion, across ranks, therefore, a national/international reputation is necessary, and thus, attending conferences is necessary
       - FAC discussed the recent increase of professional development funds for SIAS lecturers
     + FAC discussed lecturer issues as well, noting that Lecturer Affairs was meant to be an ad hoc group, but has been working for years; this shows that there are continuing issues for lecturers across UW
     + FAC members, Margo Bergman shared, that the Faculty Council on Women in Academia passed a policy through the UW Senate requiring Wellness Rooms (nursing and other health related things, i.e. diabetics use)
       - Facilities shared at a FCWA meeting about a policy that new buildings have to contain a certain amount of wellness rooms
       - Putting policy in place for new buildings could be a way to ensure wellness rooms and childcare centers
         1. Keep outdoor space policy for childcare centers in mind; green roof ideas could help maximize space
       - FAC discussed the new building project that will be academic space for Milgard and IT
         1. DC is on a committee for this building project and will keep FAC informed
8. **Adjourn**