

DISCLAIMERS

June 30, 2020

The report submitted on Friday, May 29, 2020 by Lecturer Affairs Ad Hoc Committee to Faculty Affairs Committee is a **nonfactual report** that contains **false and untrue information**. This disclaimer is included because this **nonfactual report** has several **false statements** about the current Chair, Faculty Assembly, Marian S. Harris. Andrew J. Seibert, Faculty Assembly Coordinator can confirm that the Lecturer Affairs Ad Hoc Committee Report is a **nonfactual report**.

Marian S. Harris

Chair, Faculty Assembly

The following statements were received from Jim Thatcher, Chair, Faculty Affairs Committee on May 30, 2020:

I have attached the report submitted to me by Lecturer Affairs as asked. This report was sent to me this Friday.

The Faculty Affairs membership (including myself) has asked that this statement accompany said report:

“This report was not written by Faculty Affairs and we do not endorse it. We do not feel that it accurately reflects our views and experiences of the items contained within it. We submit it unedited, but would like to make clear this clear to Executive Council.”

Rich Furman has, specifically, asked that his name be removed from any version of the Lecturer Affairs report.

I include this both because it is, as far as I understand it, a requirement of our yearly report and because I do feel that Lecturer Affairs should have their voice heard; however, given how late we received it, Faculty Affairs has had no opportunity to request clarifications or edits. As such, Faculty Affairs is not endorsing it in any way.

2019-20 Faculty Assembly Executive Council Report JUNE 30, 2020

This report provides an overview of the work completed by the Faculty Assembly Executive Council during the 2019-20 academic year.

Mission: Faculty Assembly engages in shared governance with a spirit of mutual respect and partnership.

Goals for 2019-20

1. To proactively engage in work that promotes a climate of equity, inclusion, and diversity for ALL faculty.
2. To provide valid and reliable information to ALL faculty about the budget and budget process.

| Goals | Action | Action 2020-21 |
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| #1 | <ul style="list-style-type: none"> FA Chair, Marian S. Harris served on Tri-Campus Climate Survey Working Group. FA Chair, Marian S. Harris served as Co-Chair of UW Tacoma Climate & Belonging Work Group. FA Chair, Marian S. Harris and Assistant Vice Chancellor for Equity & Inclusion James McShay attended 2019 Autumn Retreats for School of Education, School of Urban Studies, School of Interdisciplinary Arts & Sciences, Milgard School of Business, School of Engineering & Technology, and School of Social Work & Criminal Justice, and Social Work Student Organization to promote Climate Survey 2019 Faculty Assembly Retreat – September 23, 2019 (Dr. Jason Johnson – Co-Chair Tri Campus Climate Study Working Group – Update/Discussion of Climate Survey). Vice Chair, Sarah Hampson and EC Unit Representatives promoted Climate Survey September, October & November 2019 to faculty, staff and students. Climate Survey implemented October 8, 2019-November 8, 2019. FA Chair, Marian S. Harris worked with Chancellor Mark Pagano, EVCAA Jill Purdy, and Assistance Vice Chancellor for Equity & Inclusion, James McShay to schedule People’s Institute for Survival and Beyond, New Orleans, LA to come to UW Tacoma and conduct Undoing Racism Training for administrators, faculty and staff in April 2020. Because of COVID-19 training has been rescheduled for 2020 autumn quarter. 2020 Winter Faculty Assembly Retreat – February 28, 2020 (Dr. Shaun Harper, Provost Professor of Management and Organization; Clifford and Betty Allen Chair in Urban Leadership; USC Race and Equity Director – Improving Climate at UW Tacoma. Dr. Harper also conducted a morning follow up session with UWT vice chancellors and deans that focused on development of Guiding Principles for Improving Climate at UWT). April 7, 2020 – Initial Review Climate Survey Report (Review Team: FA Chair, Marian S. Harris, James McShay, Jason Johnson, Meg Matthews, and Ujima Donalson). | <p>Support Climate Survey Implementation Plan/Work.</p> <p>Support/Monitor equity, inclusion, and diversity work done in units.</p> |

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| | <ul style="list-style-type: none"> January 2020- June 2020 – Unit Reports submitted by EC representatives included all unit work on equity, inclusion and diversity. April 17, 2020 EC Meeting – Update on Climate Survey provided by Dr. James McShay, Assistant Vice Chancellor for Equity & Inclusion. May 15, 2020 EC Meeting- Guest Speakers Kiana Swearingen, Title IX & Sexual Harassment Prevention, Education & Communications Manager SafeCampus, Violence Prevention & Response Program and Mags Aleks, Deputy Director Title IX. May 27th & June 5th – Virtual UWT Climate Survey Q & A Town Halls at which time Chancellor Pagano announced Co-Chairs for Climate Survey Implementation Teams. FA Chair, Marian S. Harris & Sharon Laing will Co-Chair Faculty Implementation Team. FA Chair is also working with Dr. James McShay, Vice Chancellor to develop Implementation Plan for campus and monitor work of all implementation teams (faculty, staff, graduate students, and undergraduate students). | |
| #2 | <ul style="list-style-type: none"> FA Chair, Marian S. Harris, served on Executive Budget Committee (EBC) from September 2019 - August 2020. FA Vice Chair, Sarah Hampson, served on the Chancellor's Budget Advisory Committee from September 2019 - June 2020. 9/30/19 – FA Vice Chair, Sarah Hampson requested Budget Questions from EC representatives for submission to Dr. Tye V. Minkler, Vice Chancellor, Finance and Administration. Questions submitted to Dr. Minkler. 10/23/19 – Chancellor Pagano Listening Session – Discussion of campus budget. 10/28/19 – Dr. Tye V. Minkler, Vice Chancellor, Finance & Administration attended EC meeting and addressed all budget questions from EC representatives. 11/8/19 – Dr. Tye V. Minkler, Vice Chancellor, Finance & Administration attended EC meeting and discussed the campus budget. 11/25/19 – Discussion at EC meeting of Margin Enhancement Exercise. 12/13/19 – Dr. Tye V. Minkler, Vice Chancellor, Finance & Administration attended EC meeting and discussed the <i>Budget Primer</i>. Margin Enhancement Exercise was also discussed. 2/11/20 – Chancellor Pagano Listening Session – Discussion of campus budget. 2/14/20 – FA Chair, Marian S. Harris & FA Vice Chair, Sarah Hampson met with Chairs/Co-Chairs of Faculty Councils from School of Education, School of Interdisciplinary Arts & Sciences, School of Engineering & Technology, School of Social Work & Criminal Justice, and Milgard School of Business to discuss the campus budget as well as budget and budget process for varied schools. 4/15/20 – FA Vice Chair, Sarah Hampson disseminated detailed memo to faculty about budget based on information discussed at CBAC meeting by Chancellor Pagano. 4/17/20 – Dr. Tye V. Minkler, Vice Chancellor, Finance & Administration attended EC meeting and discussed campus budget. 5/5/20 – Chancellor Pagano Listening Session – Discussion of campus budget. | Continue to be transparent with faculty about campus budget and budget process. |

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| | <ul style="list-style-type: none"> • 5/20/ 20 – FA Chair, Marian S. Harris hosted Virtual Budget Forum for Chancellor Pagano. • 6/12/20, FA Vice Chair, Sarah Hampson disseminated detailed memo to faculty about budget based on information discussed at CBAC meeting by Chancellor Pagano. | |
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Standing Committees & Chairs: (2019-20 Committee Reports in Google Docs file)

- Robin Evans-Agnew, Chair, Academic Policy and Curriculum Committee, Associate Professor, School of Nursing & Healthcare Leadership
- James Thatcher, Chair, Faculty Affairs Committee, Assistant Professor, School of Urban Studies
- Yonn Dierwechter, Chair, Appointment, Promotion and Tenure Committee, Professor, School of Urban Studies

Ad Hoc Committees: (2019-20 Annual Reports in Google Docs file)

Note: See Attached Disclaimer from Faculty Affairs Committee Regarding Annual Report Submitted by Lecturer Affairs Ad Hoc Committee)

Lecturer Affairs Ad Hoc Committee

Research Advisory Ad Hoc Committee

Executive Council Representatives: (List of Representatives -Faculty Assembly website and Annual Reports for Units in Goggle Docs file)

Executive Council Meetings: (Minutes – Faculty Assembly website)

September 223, 2019, September 30, 2019, October 11, 2019, October 28, 2019, November 8, 2019, November 25, 2018, December 13, 2019, January 10, 2020, January 27, 2020, March 6, 2020, April 17, 2020, May 15, 2020, and June 1, 2020.

Faculty Assembly Meetings: Autumn Quarter -September 23, 2019, Winter Quarter -February 28, 2020, and Spring Quarter -May 29, 2020.

Prepared by: Marian S. Harris, Chair, Faculty Assembly

Lecturer Affairs report

Overview: Lecturer Affairs held seven meetings in AY '19-20, with attendance ranging from six to 18 faculty members at each meeting (not counting the co-chairs, Jeremy Davis and LeAnne Laux-Bachand).

| Issues | Actions | Responses | Ongoing work |
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| Lecturer representation in shared governance | <p>Developed a proposal for an elected forum of cross-School non-tenure track faculty; the chair would be an ex officio non-voting member of Faculty Affairs</p> <ul style="list-style-type: none"> • 3 drafts developed over 5 months • 42 lecturers across 6 Schools responded to a survey • Final proposal passed without dissent in Faculty Affairs | <p>The Executive Council Chair, Dr. Marian Harris, would not put the final Faculty Affairs-approved proposal on a Spring 2020 agenda. This decision was made before Governor Inslee's March 23 proclamation limiting meeting content (in response to COVID-19).</p> <p>The by-laws-enshrined ability of EC representatives to introduce agenda items was not honored by leadership, despite requests from several representatives.</p> | Dr. Sarah Hampson, incoming Chair of Faculty Assembly, has promised to hold a discussion and vote on this proposal in Autumn 2020. |
| <p>Equity in compensation for leadership positions.</p> <p>UWT's policy of compensating administrative work with summer salary establishes systemic inequities in compensation for the same work between faculty of different ranks and/or different academic fields</p> | <p>Reviewed resolution developed in 18/19 school year with EC Vice Chair Sarah Hampson and why it did not pass in Faculty Affairs</p> <p>Knowing SIAS has seen increasing numbers of lecturers in leadership roles, the committee decided to try piloting an equitable proposal</p> | <p>Starting in Summer 2020, SIAS will compensate divisional chair, vice chair, faculty council chair, and associate dean summer work with stipends instead of salary</p> | Review the impact of this policy in the next year and consider returning the resolution to Faculty Affairs for possible campus-wide adoption |

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| | in that School. We brought this proposal to the SIAS Faculty Council, which unanimously approved a non-binding resolution requesting the dean use summer stipends instead of salaries | | |
| Developing an optional syllabus statement on fragrances in the classroom/indoor air quality | The EC chair offered to speak to the Faculty Senate Secretary about this possibility. | We received no response from the Faculty Senate Secretary or were not informed of his response. | Reach out directly to the Faculty Senate Secretary and submit draft language to the Faculty Assembly. |
| Reviewing the orientation and mentoring practices of temporary faculty | Informally reviewed practices of different schools. Agreed to begin audit of school practices and policies associated with mentoring temporary faculty after approval of effort from EC leadership. | Emailed the EC chair twice to request EC support for this audit and received no response. Emailed the chair of Faculty Affairs to ask if that body would sponsor this initiative and received no response. | Coordinate with the incoming EC chair to initiate this effort. |

New initiatives for Autumn, to be led by the new co-chairs, Diana Falco and Greg Lund:

- Work with APT to revise policies and processes surrounding the promotion of faculty on the teaching professor track.
- Monitor campus practices in the hiring and reappointment of temporary faculty during the COVID-19 crisis

This report was written by the Lecturer Affairs committee Co-Chairs and approved by its members and regular meeting attendees

Co-Chair : [Jeremy Davis](#), Senior Lecturer, School of Interdisciplinary Arts & Sciences

Co-Chair: [LeAnne Laux-Bachand](#), Senior Lecturer, School of Interdisciplinary Arts & Sciences

Approved by:

Will Burghart, Lecturer, School of Interdisciplinary Arts & Sciences

Ryan Card, Senior Lecturer, School of Interdisciplinary Arts & Sciences

Sarah A. Chavez, Lecturer, School of Interdisciplinary Arts & Sciences

Charles Costarella, Senior Lecturer, School of Engineering and Technology

Diana Falco, Lecturer, School of Social Work & Criminal Justice

Heather Heinz, Lecturer, School of Interdisciplinary Arts & Sciences

Linda Ishem, Senior Lecturer, School of Urban Studies

Gregory Lund, Lecturer, School of Urban Studies

Chris Marriott, Senior Lecturer, School of Engineering and Technology

Julie E. Masura, Senior Lecturer, School of Interdisciplinary Arts & Sciences

Lauren Montgomery, Senior Lecturer, School of Interdisciplinary Arts & Sciences

Monika Sobolewska, Senior Lecturer, School of Engineering and Technology

Libi Sundermann, Senior Lecturer, School of Interdisciplinary Arts & Sciences