

Faculty Assembly (FA) 2021-22 Autumn Report
By Turan Kayaoglu and Menaka Abraham

FA Leadership Charge, 2021-22	Autumn Progress
<p>Ensure the success of FA Standing Committees (APCC, FAC, and APT) by supporting their work as identified in charge letters.</p> <p>(APCC: Academic Planning and Curriculum Committee)</p> <p>(FAC: Faculty Affairs Committee)</p> <p>(APT: Committee on Appointment, Tenure, and Promotion)</p>	<p>APCC (by Julie Masura): In the Autumn quarter, the APCC conducted monthly reviews of the curricular and program proposals and graduation petitions. The committee reviewed new graduate programs (1), new undergraduate programs (3), new course proposals (41). In addition, the committee reviewed revisions to graduate programs (1), undergraduate programs (5), courses (31), and graduation petitions (4).</p> <p>The committee reviewed Hybrid & DL policy and presented a revised policy to the EC for governing Hybrid and DL course offerings. The committee reviewed the Academic Planning documentation and began reviewing the process.</p> <p>FAC (by Sharon Laing): FAC developed a comprehensive COVID Impact Survey and achieved a robust return rate of 33% (n=121 respondents). FAC analyzed closed-ended quantitative responses and presented a preliminary report to EC. The committee will work to prepare a final report which will also incorporate an analysis of answers to open-ended questions as well as specific 'ASKs' based on faculty needs that will correspond to the findings.</p> <p>Regarding faculty workload resolutions, the committee reviewed previous reports and studies and drafted a 2-page guideline document with concrete and actionable strategies to address workload for tenured/tenure-track faculty and teaching professors. The committee also drafted a resolution targeting academic deans and the faculty councils of schools to address workload. The committee plans to present the resolution to EC for discussion and vote in January.</p> <p>APT (by Christine Stevens): The beginning of the Autumn quarter, saw numerous changes to the chair and membership of the committee. The election of the chair and additional committee members was completed on November 15, 2021. The committee continues to review mandatory and non-mandatory files through December 2021 - January 2022.</p>
<p>Establish FA Budget and Planning Committee (BPC) to facilitate faculty deliberation and consultation on budgetary matters.</p>	<p>EC established the ad hoc Budget and Planning Committee and appointed its members. The committee held its first meeting on November 29. Among the issues discussed were alignment between budget, strategic plan, and academic plan; The committee discussed the Centralized Incremental Budget model (used at UW Tacoma) versus decentralized budget models such as the Activity-Based Budget (used at UW Seattle) and the Responsibility Centered Model (used at UW Bothell).</p> <p>We shared with faculty the information on compensation provided to FA leaders and standing committee chairs related to the budget. We also shared the administrative compensation at UW Tacoma.</p>
<p>Review Faculty Assembly Bylaws related to APT's charge and composition.</p>	<p>EC passed the resolution on the Taskforce Committee on the Appointment, Tenure, and Promotion. The work to establish the committee is underway.</p>

Co-organize Faculty Lunch Hours in collaboration with EVCAA to facilitate communication.	EVCAA Office and FA leadership held two faculty lunch hour meetings. The first one was in person and the second one was over Zoom. In these meetings faculty members raised issues such as tenure and promotion and Covid impact on faculty success.
Work with the Staff Association to establish and manage the UW Tacoma Employee Covid Relief Fund	The Staff Association (SA) and the Faculty Assembly (FA) met several times to learn rules governing the management of the \$ 100,000 Employee Covid Recovery Fund. Members met with the Chancellor and the Vice Chancellor of Finance and Administration and will continue to work with the administration in finding ways to manage the fund.
Revise Academic Plan Policy & Process for the new academic plan (2023-2028) cycle.	Faculty Assembly and APCC leadership with EVCAA have established a detailed timeline for the new academic plan which was shared with faculty over email. Members are working with APCC on this issue.
Work to raise awareness and elevate FA advocacy on: --Ensuring safe return to the campus for in-person teaching --Implementing the campus climate survey plan. --Safeguarding efforts of the Decriminalize UW Tacoma Taskforce. --Supporting initiatives related to faculty's mental health .	<p>Covid: Vice Chair of FA Menaka Abraham regularly attends campus B2F committee to represent the faculty voice and is responsible for communicating back to EC and the faculty about Covid-related campus planning. Early in the quarter, a resolution was introduced at EC to allow the faculty to switch the delivery modalities of their courses, but the resolution did not pass.</p> <p>Campus Climate: FA encouraged faculty to include Title IX statement on their syllabi. We invited Safe Campus for training at the fall FA Retreat.</p> <p>Campus Decriminalization: EC passed a resolution to support the report and recommendations of the UW Tacoma Decriminalization Taskforce.</p> <p>Mental Health: FA leadership decided to focus on faculty mental health at its Winter Meeting. FAC also prioritized this issue and featured it in its Covid impact survey.</p>
Issue quarterly updates on these to the EC and the faculty.	We issue this newsletter to inform the faculty about FA work in Autumn. We are planning to issue one for Winter quarter. In Spring, we will issue our annual report.
Emerging Concerns and Issues	<p>FA Listserv and Website: We worked to minimize non-faculty-related emails sent via faculty listserv. We are working to update the FA website to make it more user-friendly and professional.</p> <p>Dr. Sarah Hampson and International Remote Work Policy: We had several meetings to understand the issues leading to the departure of past FA chair Dr. Sarah Hampson and broader issues in the implementation of the International Remote Work Policy to clarify the policy and decision-making at UW Tacoma. FA leadership also met with the Director of UW Tax Office to understand its role and authority on this policy and decision making on Dr. Hampson's case.</p> <p>Director of Academic HR Hire: We were involved with the interviews with the Director of Academic HR candidates and provided feedback individually and as FA leadership. The search will be re-done, and FA will work closely with the EVCAA office to be involved in the search earlier in the process.</p>

	<p>Land Acknowledgement: We lobbied with Safe Campus to update its land acknowledgment to include The Puyallup Tribe and the UW Tacoma Advancement to include a land acknowledgment on the UW Tacoma website under “About UW Tacoma.”</p> <p>Transparency: To bring clarity to FA work, we worked with the standing committees (APCC and FAC) to issue annual charge letters with deadlines and deliverables. We had a similar document for FA leadership. These documents were shared with the faculty.</p> <p>Budget Transparency: We shared information on the compensation provided to FA and Standing Committee leaders and the administrative compensation at UW Tacoma with the faculty.</p>
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