**Faculty Affairs Committee Year-End Report: AY 2021 – 2022**

| **Topic/Issue** | **Response** | **Further Action** | **Ongoing 2022-2023** |
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| **Facilitate development of School-level faculty workload guidelines** | Data Analysis:  FAC reviewed 2019 campus-level Faculty Workload Survey findings; 2019 FA Research Advisory Committee Survey findings; 2016 Faculty Research Needs Report and 2020 Focus Group Assessment. From these reports themes were derived that targeted tenured/tenure-track and teaching faculty:  (1) *Tenured/Tenure-Track Faculty* - Review and document TT faculty research activity; Provide clarity involving TT faculty scholarship; Support TT faculty actively engaged in research; Remediate teaching burdens for tenured/tenure-track faculty actively engaged in research.  (2) *Teaching faculty* – Review and clarify teaching professors’ scholarly activity; Provide clarity for teaching professors’ service roles and present well-understood benchmarks; Support teaching faculty experiencing elevated service burdens.  (3) *All faculty* – Acquire information to facilitate faculty workload reduction; Address community-engaged research and service activities; Review and document teaching and service roles for BIPOC and other marginalized groups among faculty at the teaching /TT faculty ranks; Maintain a student-centric approach.  Draft Faculty Workload Resolution:  Using the data acquired, FAC developed a workload resolution designed to capture the primary themes outlined:  For Tenured/Tenure-Track Faculty:   1. Provide guidance and clarity around teaching, service and research 2. Schools to monitor teaching load of faculty engaged in active research to assure no undue teaching-related burdens 3. Schools to review and document TT faculty service and teaching load of marginalized TT faculty groups 4. Schools to support TT faculty actively engaged in community-based work 5. Schools to develop a task force to consider equity-minded workload plans   For Teaching Faculty:   1. Schools to provide guidance and clarity to teaching professors around service roles and benchmarks for teaching and scholarly activities 2. Schools to support teaching faculty actively engaged in service activities 3. Schools to review and document service and teaching load of marginalized groups 4. Schools to support teaching faculty actively engaged in community-based work 5. Schools to develop a task force to consider equity-minded workload plans   Information Dissemination  FAC shared Faculty Workload Resolution with Executive Council, who then shared Resolution with respective Schools  FAC received feedback from all 7 schools and proceeded to revise resolution where possible | FAC will resume work on Faculty Workload Resolution in AY 2022-2023 and this item will be the principal agenda item for FAC. | FAC will re-present the Faculty Workload Resolution to EC in conjunction with recommendations for moving forward.  Faculty Workload Resolution is on the agenda for the first EC meeting in fall where the discussion will include (1) Revised Faculty Workload Resolution; (2) Suggested Recommendations for implementation. |
| **Facilitate informed discussions on the impact of COVID-19 on faculty well-being and productivity** | In November 2021 FAC developed and distributed a survey designed to assess the impact of COVID-19 on UWT faculty health and wellbeing.  The instrument derived a robust response rate of 34% and data were analyzed and a report developed from the findings.  In January 25, 2022 the findings were shared with the Chancellor’s Cabinet with the following major findings:   * Substantial increases in service activity sustained by all faculty during the pandemic * Large majorities of faculty reporting negative impact of COVID-19 on scholarship output * Approximately ½ of faculty were primary caregiver/caretaker with majorities reporting substantial increases in caretaking responsibilities and concurrent reductions in scholarly productivity * Substantial majorities of faculty reporting personal, economic, and social challenges including financial strain, feelings of isolation and increased workload * A significant minority of faculty reporting mental health challenges   In February 2022, the findings from the *UW Tacoma COVID-19 Needs Assessment and Impact Survey* were distributed to the full UWT faculty.  In February 2022, the Faculty Assembly hosted a forum to provide resources to faculty experiencing mental health concerns. The forum hosted approximately 53 UWT faculty and was led by mental health experts from UW Seattle.  The findings from the *UW Tacoma COVID-19 Needs Assessment and Impact Survey* are available on the Faculty Assembly website and will be posted on FAC website | No further action is proposed as FAC met its obligation of collecting needed information about the impact of COVID-19 on UWT faculty well-being.  The findings will remain posted and can inform the Faculty Workload Resolution moving forward | Utilize the findings from the *UW Tacoma COVID-19 Needs Assessment and Impact Survey* to support the work developing an equity-minded Faculty Workload Resolution. |
| **Lead discussion on challenges that international faculty face at UW Tacoma and provide recommendations** | Faculty Affairs Committee was not able to address this issue this academic year and has added it as a key agenda item for the AY 2022 – 2023. | No further action is required at this time. FAC will take up this important matter during the next academic year. | AY 2022 – 2023:   * FAC will collect information from international faculty regarding challenges faced at UW Tacoma * FAC will reach out to program administrators in Schools and the Academic Human Resource office to learn about legal and bureaucratic challenges faced * FAC will deliver a report to EC that will outline findings from surveys and will include recommendations to move forward |
| **Agenda Items for AY 2022 - 2023** | FAC has proposed the following agenda items for the next academic year  *Faculty Workload Resolution*   * FAC will continue the work with EC, Schools and UWT leadership to draft and develop a faculty workload resolution that will meet the unique needs of Schools and advocate for equity across all faculty at UWT * FAC proposes to re-center Resolution based on the [American Council on Education, *Equity-Minded Faculty Workload*](https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf) which focuses on six principles: transparency, clarity, credit, norms, context and accountability. * FAC proposes to have a final resolution drafted and implemented   *Supporting International Faculty*   * FAC will collect data addressing the challenges that international faculty face at UW Tacoma * Will reach out to program administrators at Schools and Academic Human Resources to learn about legal and bureaucratic challenges experienced * FAC will deliver a report that outlines findings from assessments to the Executive Council. Report will include recommendations to address these challenges faced.   *Addressing Parking Concerns*   * FAC proposes to revisit the challenges of available faculty parking | N/A | N/A |

**Faculty Affairs Committee Members in AY 2021 - 2022**

Sharon Laing, FAC Chair, 2021 – 2022, School of Nursing and Healthcare Leadership

Yonn Dierwechter, 2021 – 2024, School of Urban Studies

Christopher Knaus, 2021 – 2024, School of Education

Wei Cheng, 2019 – 2022, School of Engineering and Technology

Ken Cruz, 2021 – 2024, School of Social Work & Criminal Justice

Ehsan Feroz, 2021 – 2024, Milgard School of Business

Alex Miller, 2020 – 2022, School of Interdisciplinary Arts & Sciences

Margo Bergman, 2021 – 2022, Milgard School of Business (Chair: Fall 2021, Winter, 2022: Non-Tenure Track Faculty Forum, Ex-Officio)

Diana Falco, 2021 – 2022, School of Social Work & Criminal Justice (Chair: Spring 2022: Non-Tenure Track Faculty Forum, Ex-Officio)