Faculty Council Meeting  
December 13, 2022, 12:20–1:20 pm  
TPS 110 and Zoom: https://washington.zoom.us/j/96447628161  
Phone: +1 253 215 8782

MINUTES

<table>
<thead>
<tr>
<th>Faculty Council Member</th>
<th>Capacity</th>
<th>Present (P), Absent (A), or Recusal (X)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bill Kunz</td>
<td>Faculty Council Chair</td>
<td>P</td>
</tr>
<tr>
<td>Ben Meiches</td>
<td>Vice Chair</td>
<td>P</td>
</tr>
<tr>
<td>Cassie Miura</td>
<td>CAC Representative</td>
<td>P</td>
</tr>
<tr>
<td>Jane Compson</td>
<td>PPPA Representative</td>
<td>A</td>
</tr>
<tr>
<td>Haley Skipper</td>
<td>SAM Representative</td>
<td>P</td>
</tr>
<tr>
<td>Leighann Chafee</td>
<td>SHHS Representative</td>
<td>A</td>
</tr>
<tr>
<td>Libi Sundermann</td>
<td>SHS Representative</td>
<td>A</td>
</tr>
<tr>
<td>Scott Rayermann</td>
<td>Lecturer at Large [SAM]</td>
<td>P</td>
</tr>
<tr>
<td>Libi Sundermann</td>
<td>Dean’s Diversity Advisory Council representative (CAC)</td>
<td>A</td>
</tr>
<tr>
<td>Ex-Officio Members</td>
<td>Capacity</td>
<td>(P), (A), or (X)</td>
</tr>
<tr>
<td>Natalie Eschenbaum</td>
<td>Dean</td>
<td>A</td>
</tr>
<tr>
<td>Joyce Dinglasan-Panlilio</td>
<td>Chair, Committee of Chairs</td>
<td>P</td>
</tr>
<tr>
<td>Kathleen Pike Jones</td>
<td>Assistant to the Dean/Note-Taker</td>
<td>P</td>
</tr>
<tr>
<td>Non-Member Participant</td>
<td>Capacity</td>
<td>(P), (A), or (X)</td>
</tr>
<tr>
<td>TBD</td>
<td>Director of Academic Administration</td>
<td>N/A</td>
</tr>
<tr>
<td>TBD</td>
<td>Director of Finance and Operations</td>
<td>N/A</td>
</tr>
<tr>
<td>Jeremy Davis</td>
<td>Associate Dean of Programs &amp; Operations</td>
<td>P</td>
</tr>
<tr>
<td>Stephen Ross</td>
<td>Associate Dean of Faculty Development &amp; Student Support</td>
<td>A</td>
</tr>
</tbody>
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AGENDA

1. Land Acknowledgment
2. Approval of Agenda (2 minutes)
3. Approval of Minutes (2 minutes)
4. Ongoing Business – Structure Discussion @ Faculty Meeting (30 minutes)
   1. Interdisciplinary
   2. Culture/Climate
   3. Governance
5. Ongoing Business – Modality Distribution Discussion @ Faculty Meeting (15 min.)
6. Next Steps (5 minutes)
7. As may arise
8. Adjourn

1. Land Acknowledgment.
   a. Faculty Council Chair Bill Kunz called the meeting to order and the council took a moment to reflect on the SIAS Land Acknowledgment before beginning the business of the meeting.

2. Approval of Agenda.
   a. The agenda was approved as distributed by unanimous consent.

3. Approval of Minutes.
   a. The revised minutes of the December 6, 2022 Faculty Council meeting were approved as distributed by unanimous consent.

4. Ongoing Business – Structure Discussion @ Faculty Meeting.
a. Debrief from last week’s meeting. Did the model for the discussion seemed forced? What was the reaction to the process?
b. The main challenge was different understandings of governance depending on how long faculty have been at UWT; different questions came up depending on the level of experience or knowledge in the groups.
c. All discussion notes should be sent to Bill and he’ll organize them.
d. We should map out Winter Quarter Faculty Meetings; we need to have some models for discussion by the end of Winter Quarter.

1. **Interdisciplinarity.**
   a. What does making interdisciplinarity the focus of the school look like? Has there been a task force to study this? There were many discussions in the late 2000s, but not since then.
   b. Concern that there will be fighting over limited resources if they are departmentalized.
   c. Vision of being an interdisciplinary premier institution with center for interdisciplinarity at the school level.
   d. We should follow through because of promises to faculty.
   e. Who’s responsible for maintaining interdisciplinarity?
   f. We’d like to sponsor events, highlight student interdisciplinary success; have a scholarship symposium.

2. **Climate.**
   a. Conversation was focused more on collegiality rather than on equity.
   b. Most felt that departmentalization would lessen workload issues.
   c. Real interest in getting back into graduate education.
   d. We need resources to build a safe space; there’s not enough time to build a culture that is meaningful; sense of burnout and overload.
   e. Changes in leadership makes things difficult.
   f. Departments would allow for easier navigation; current org chart is overwhelming.
   g. Decisions need to be based on curriculum, not personalities.
   h. What happened with previous climate survey? Was there any implementation?

3. **Governance.**
   a. Questions about how we view tenure/promotion processes changing.
   b. Hope that departmentalization would ease workload and provide more valuable feedback for promotion as well as refine expectations of promotion process.
   c. We would need staff or reorganization of responsibilities.
   d. Would APT committee be eliminated? School-wide committee should replace APT.
   e. Would need to clarify chair roles and resources.
   f. Would want training for governance and leadership.
   g. We need to have a solid understanding of what is happening now and how that would change.

5. **Ongoing Business – Modalities Distribution Discussion.**
   a. We should be looking at majors instead of class by class.
b. Modalities will look different for different majors/divisions.
c. We need to remember that some students have outside primetime needs.
d. We shouldn’t make decisions only based on enrollment, but also on retention.
e. UWT could be doing a lot better to encourage students to be in-person.
f. Hybrid class or online synchronous does help some students, but how do we know which students can only do online?
g. Do we know what other schools at UWT are doing?

   a. We’ll meet Wednesday mornings during Winter Quarter.

7. As May Arise.

8. Adjourn.
   a. The meeting was adjourned at 1:20.