

Faculty Council Meeting

April 17, 2023 – 9:00–10:00 am

TPS 110 and <https://washington.zoom.us/j/99106482251>

Phone: +1 253 215-8782

MINUTES

Faculty Council Member	Capacity	Present (P), Absent (A), or Recusal (X) ¹
Bill Kunz	Faculty Council Chair	A
Ben Meiches	Vice Chair	P
Cassie Miura	CAC Representative	P
Jane Compson	PPPA Representative	P
Haley Skipper	SAM Representative	P
Leighann Chaffee	SBHS Representative	P
Libi Sundermann	SHS Representative	P
Scott Rayermann	Lecturer at Large (SAM)	P
Loly Alcaide Ramirez	Dean's Diversity Advisory Council representative (CAC)	A
Ex-Officio Members	Capacity	(P), (A), or (X)
Natalie Eschenbaum	Dean	P
Joyce Dinglasan-Panlilio	Chair, Committee of Chairs	P
Kathleen Pike Jones	Assistant to the Dean/Note-Taker	A
Non-Member Participant	Capacity	(P), (A), or (X)
Jessica Asplund	Director of Academic and Finance Operations	P
Jeremy Davis	Associate Dean of Programs & Operations	P
Stephen Ross	Associate Dean of Faculty Development & Student Support	P
Vanessa de Veritch Woodside	Associate Dean of Equity & Inclusion	P

AGENDA

1. Land Acknowledgment
2. Approval of Agenda
3. Approval of Minutes
4. Faculty Rights & Student Conduct Concerns
5. Faculty Councils & Committees – 2023–2024
6. Updates & Announcements
7. As May Arise
8. Adjourn

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1. Land Acknowledgment
 - a. Faculty Council Vice Chair Ben Meiches 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 meeting moved forward without a vote on the agenda.
 3. Approval of Minutes
 - a. The minutes of the April 10, 2023, meeting were approved by unanimous consent.
 4. Faculty Rights & Student Conduct Concerns / Sarah Davies Breen, Director of Faculty Affairs & Academic Human Resources
 - a. Faculty Council asked questions related to how faculty, SIAS administration, and UWT campus should and can respond to threatening behavior from students.
 1. *What rights do faculty have when experiencing a threat? Is there a UW policy describing those rights?* | SDB is investigating these questions.
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2. *What systems are currently in place to deal with threats in the classroom?* | Campus Safety and SafeCampus are two resources for immediate threats; the availability of longer-term resources (Ombud and mediation) is not as well defined.
3. *What information about threats can be shared with faculty, especially those that might interact with the threatening student?* This question was raised multiple times by members of the council. | It would generally not be appropriate for reports to be shared, especially without any official finding being reported. Students should have the opportunity to respond to accusations (analogous to 25-71 for faculty). However, there is active work being done on a communication plan.
4. *Responses to faculty concerns from the student conduct office have been unsatisfactory (uncaring and sometimes very late) and trust has been lost. What is the best way to communicate concerns about the way threats are handled?* | For now, contact SDB's office (Faculty Affairs and Human Resources). They are hoping to provide advocacy that mirrors that received by students; SDB will advocate for additional resources focusing on faculty wellness.
5. *Are there any conversations about the rights and responsibilities of students, staff, and faculty occurring at the campus or university level? This has been happening at K12 schools.* | There is a gap in institutional support. SDB is gathering information to advocate for this support.
 - b. A list of specific questions with answers provided attached.
5. Debrief after talk with Sarah Davies Breen
 - a. It's been noted in the Chancellor's Cabinet that there's a clear gap between the process of identifying any threat and if the determination is that there's no threat, there is no support available for the person that still feels threatened.
 - b. There's a danger of conflating mental health and violence on both the student and faculty sides; security threats can't be addressed only by counseling and wellness.
 - c. Threat assessment tools don't necessarily capture the impact of the threat.
 - d. Tri-Campus policies don't always work for UWT; it's concerning that the default appears to be more policing.
 - e. We should look to Tacoma community partners to build a response that matches our institution rather than waiting on UW Seattle.
 - f. Can file a Title IX complaint if the victims of the threats are female faculty.
 - g. We need to identify ways to ensure that the victim of the threat is not the person having to figure out all of the steps on their own.
6. Faculty Councils & Committees — 2023–2024
 - a. We need a Vice Chair for Faculty Council; as well as SAM and SHS Reps.
 - b. Executive Council has two vacancies; Mary Hanneman is eligible for a second term.
 - c. Academic Policy & Curriculum Committee has one vacancy; Julie Masura is eligible for a second term.
 - d. Appointment, Promotion, & Tenure Committee needs a sabbatical replacement for Riki Thompson or possibly the replacement could start a new three-year term.
7. Updates & Announcements
 - a. Structure: The last listening session by rank is today; Bill will share the data from the survey and the listening sessions; the affinity group survey will be sent out early this week.
8. As May Arise
9. Adjourn
 - a. The meeting was adjourned at 10:10.