

## Faculty Council Meeting

May 1, 2023 – 9:00–10:00 am

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

Phone: +1 253 215-8782

### MINUTES

Faculty Council Member	Capacity	Present (P), Absent (A), or Recusal (X) <sup>1</sup>
Bill Kunz	Faculty Council Chair	P
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
<b>Ex-Officio Members</b>	<b>Capacity</b>	<b>(P), (A), or (X)</b>
Natalie Eschenbaum	Dean	A
Joyce Dinglasan-Panlilio	Chair, Committee of Chairs	P
Kathleen Pike Jones	Assistant to the Dean/Note-Taker	P
<b>Non-Member Participant</b>	<b>Capacity</b>	<b>(P), (A), or (X)</b>
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. New Business: Salary Increase
5. New Business: Faculty Offices
6. Old Business: Structure
7. Agenda: Special Meeting with Executive Vice Chancellor Harris
8. Agenda: May Faculty Meeting
9. Updates & Announcements
  - Faculty Councils & Committees Vote
  - Executive Council Memorandum
10. As May Arise
11. Adjourn

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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 by unanimous consent.
  3. Approval of Minutes
    - a. The minutes of the April 24, 2023, were approved by unanimous consent. The minutes from the April 17, 2023, meeting will be available next week.
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4. New Business: Salary Increase
  - a. Basic framework: Deans and Chancellor of each school/college/campus can choose one of two options for pay raises this year:
    1. Option A: A 4 percent across-the-board increase for all “meritorious” faculty.
    2. Option B: A 3 percent across-the-board increase for all “meritorious” faculty, plus a 1 percent “unit adjustment” pool
    3. For option B, many faculty would receive a 3 percent increase, and some faculty would receive a total increase of 3.5 to 13 percent based on performance or salary inequity (including compression).
  - b. From EVCAA to Faculty Assembly Executive Council: “President Cauce has authorized us to begin the process for allocation of a 4 percent total merit pay pool for FY24, consisting of two parts: a 3 percent merit pay pool and a 1 percent unit adjustment pool, the latter of which to be allocated to individuals as increases of between .5 percent and 10 percent.”
  - c. From EVCAA: “Consistent with past practice, Chancellor Lange and I propose to forward this process to the School Deans in consultation with their Elected Faculty Councils, who will be able to make the most locally informed values-based decisions about how to allocate the 1 percent unit adjustment merit pool. They—the Deans and EFC’s—have considerable flexibility in using this additional 1 percent to resolve a variety of issues, as the recent email from the Chair of the Faculty Senate confirms.”
  - d. The Faculty Assembly Chair is polling Executive Council members requesting feedback on the next steps to give the EVCAA the go ahead to move forward or to meet to discuss the options.
  - e. This has not yet been approved by the Board of Regents; they will probably vote at their June meeting.
  - f. What information do we need for this discussion?
    1. Can we find out who received a compression adjustment this year and how those decisions were made?
    2. Do we know who has advocated for an adjustment?
    3. SIAS went through this same process in 2013; some associate professors’ salaries are quite low depending on when they were hired or promoted; it would be helpful to know how long they have been at rank.
5. New Business: Faculty Offices.
  - a. Natalie asked Faculty Council to work on a policy regarding faculty offices because we have seven new faculty members and only one office available.
  - b. There is no SIAS or UW Tacoma office policy.
  - c. We have two current double offices and one triple, all with assistant teaching professors; all of those are in SAM because they wanted to keep the faculty together.
  - d. Jessica found policies from other universities; the policy from University of Colorado Colorado Springs is very detailed.
  - e. UW School of Engineering has a Space Committee and list of best practices.
  - f. What are the next steps? Should we send an email to faculty to see if anyone is willing to vacate their office?
  - g. What about faculty who are teaching entirely online or using their office as storage space?
  - h. Should we set up a hoteling system with cubicles and some private offices? This doesn’t seem very good for safety reasons.

- i. Should we create a Space Committee? Co-locate faculty by majors?
  - j. Jessica works with AHR with a list of all incoming faculty; we are trying to co-locate if possible, but there's for any office move.
  - k. There are current space limitations because every one is being moved out of Carleton.
  - l. Are we being allocated a proportionate number of offices?
  - m. There is concern about SIAS writing a policy when there is no UWT policy, but we need some best practices on how to allocate the offices that we are allocated.
  - n. It's not equitable to have allocations based on rank.
6. Old Business: Structure
- a. The affinity group survey received 35ish responses; listening sessions start this week.
  - b. If a Faculty Council or DAC member plans to attend any of the meetings, please volunteer to be a facilitator or scribe.
  - c. The Dean's Office will not be part of any of these sessions to give folks safe spaces to speak freely.
  - d. Vanessa will send Faculty Council the schedule for all of the affinity group listening sessions.
  - e. Google Docs with starting prompts will be available for anonymous comments.
  - f. Final divisional listening session with SHS tomorrow.
7. Special Meeting with EVCAA Andy Harris on Thursday, May 4<sup>th</sup>.
- a. Bill will send a Zoom link to all of the faculty today.
  - b. Agenda:
    - 1. Restructuring > Promotion & Tenure
    - 2. Teaching Faculty Reappointment
    - 3. Professional Development / Teaching Support
    - 4. Faculty Rights & Student Conduct Concerns
8. Agenda – May Faculty Meeting
- a. The agenda needs to go out on Friday.
  - b. Agenda:
    - 1. Restructuring
    - 2. ICR Policy
    - 3. Office Policy
    - 4. Teaching Faculty Reappointment Process
  - c. We need to be transparent about structure discussions; UWT is not supporting our current structure.
9. Updates & Announcements.
- a. Faculty Councils & Committees Vote
    - 1. We have nominations for some of the positions.
    - 2. Need to vote for Julie Masura so that she can continue to chair APCC.
  - b. Executive Council Memorandum
10. As May Arise.
11. Adjourn.
- a. The meeting was adjourned at 10:10 am.