

Faculty Council Meeting w/ EVCAA Andy Harris

May 4, 2023 – 1:45–2:45 pm

TPS 110 and Zoom: <https://washington.zoom.us/j/93973500977>

Phone: +1 253 215-8782

Meeting ID: 939 7350 0977

MINUTES

Faculty Council Member	Capacity	Present (P), Absent (A), or Recusal (X) ¹
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)	P
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	P
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. Ongoing: Restructuring SIAS
3. Ongoing: Reappointment Process for Teaching Faculty
4. Ongoing: Future of Teaching & Learning – Professional Development
5. Ongoing: Faculty Safety & Student Conduct Concerns
6. As May Arise
7. 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. EVCAA Andy Harris
 - a. We want to thank EVCAA Andy Harris for joining us today.
 - b. Andy is here to hear from us about particular issues that we want to draw to his attention and to learn about our aspirations.
 - c. He was formerly a dean of a complicated and multidisciplinary college.
 - d. We can send him a list of questions and he will answer what he can; he's also willing to come back at a later time.
 - e. The initial enrollment for Autumn quarter is looking better, as are retention numbers.
-

3. Ongoing: Restructuring SIAS

- a. Andy: Where do you want to be in five years? What does growth or change look like for SIAS? What kind of changes do we desire?
 1. To be restructured.
 2. It's hard to envision where we are going because we've spent so much time working on structure; it's been difficult to gain any momentum because of the turnover in leadership at both the School and campus levels.
 3. We need stability and transparency around processes and policies as well as awareness of how long it takes to make changes.
 4. We want to invest in scholarship and community building.
 5. There are too many meetings that take time away from teaching and scholarship; our current structure creates a lot of chaos.
- b. Andy: Some of UWT's structural problems are made worse because of the relationship to UW Seattle; they can tolerate inefficiencies better because they are buffered; we need to look at what we can fix ourselves; restructuring is in part to help SIAS operate with less drag.
 1. The challenge is that appointment homes are at the School level, so every vote is at the School level; it's not possible to do good work when you have to review 100+ files as a full professor; we are trying to focus on governance and the Faculty Code, but there is Executive Order 5 that limits what we can do.
 2. Chairs are being asked to cut their classes to take on leadership roles, but the classes are needed; the current model of classes can't take the increase in enrollment; chairs are begging faculty to overload because decisions are made too late; morale is down and chairs are exhausted.
- c. Andy: Thoughts, not answers. We could take a step back and strip the house down to the studs and rebuild everything, but campus may not have the bandwidth for that conversation. We could have conversations with other units about being part of SIAS. There are ideal ways to do things, but we can't put everything else on hold for six months. The crushing workload is powerful motivation for restructuring. Some universities prioritize size of divisions, but that's not an overwhelming value. We can't make things perfect, but there are many creative ways to move forward. I'm happy to support, but there aren't like to be more resources available.
 1. Resources are a major concern; when we created the current structure we were getting summer money; we don't have funding for the current structure; lost the empty lines to the budget cuts and we're looking at more budget cuts over the next couple of years.
 2. We have the impression that SIAS is under supported as some of our divisions are larger than other Schools on campus.
 3. One of the questions that we've been dealing with is the number of divisions that we can support in restructuring and be revenue neutral.
 4. We appreciate the candor in these answers and observations; restructuring is an extensive process; our School is going in many directions and the visions for the School are different; we need to find

a meaningful way to build programs; need professional development for chairs; what would a center for interdisciplinarity look like?

Everyone is maxed out and that's the real resource to think about.

- d. Andy: Smaller units can cost more, but not necessarily; instructional cost is the biggest factor because it includes salary, class size, etc.; unit size can become a cost issue if there is duplicated staff or leadership functions; staff can support multiple areas.
 - e. Andy: This campus does not have an instructional funding model, which would make it responsive to changes in enrollment; we are in this current financial state because enrollment dropped; we are down 600 students, why aren't we spending less? You can't scale down as quickly as you can scale up.
 - f. Andy: If there are specific needs that you have please bring them forward; absence of that we don't know what you might need; investing in professional development for chairs is absolutely a central office obligation.
 - g. Andy: The split of perceived responsibilities as dean and chair doesn't work, it just leads to role confusion; I rely on Natalie to serve as dean; there isn't enough bandwidth to do the work of chairs regardless of the ambiguity in the code; no other place has this specific ambiguity.
 1. The lack of structure makes things frustrating; some chairs try to follow the signed chair document, but others don't because they feel that it's the dean's job and that they aren't seen structurally as a chair.
 - h. Andy: I don't think that we'll go through three years of cuts, probably just two years; do we want him to look at our instructional funding and our class sizes? There's a lot of room for budget management in a School our size.
 - i. Is there any wiggle room for resources at the institutional level?
 1. Andy: I could take money away from somewhere else at the institutional level, but that depends on how you are using your current resources and on urgency as well. You'll have to convince me to move money around.
4. Ongoing: Reappointment Process for Teaching Faculty
- a. The EVCAA only sees the up or down vote; he does not see the files so this is an internal decision.
 - b. SIAS is doing a fuller review than is necessary; Andy would have us do no more work than the Faculty Code requires.
 - c. Part of our problem is that we have no good mechanism in place to give feedback.
5. Ongoing: Future of Teaching & Learning – Professional Development
- a. We should invest in faculty development.
6. Ongoing: Faculty Safety & Student Conduct Concerns
- a. There will be a presentation by Sally Clark, Interim Vice President, UW Division of Campus Community Safety, and Gillian Wickwire, Director of UW SafeCampus, on Friday, May 12th, from 12:30–1:20, in Carwein Auditorium.
 - b. We need to rebuild the trust in our processes and communication of what can be known and what can be done.
 - c. Lack of communication increases everyone's anxiety.
 - d. There will be additional emergency preparedness trainings.

- e. UWT needs to have a communications map that works with the decision-making map.
 - f. The EVCAA is committed to pushing for a better communication sensibility.
 - g. Sarah Davies Breen is working on what is available to support faculty.
7. As May Arise
- a. We plan to shift the time of the May Faculty Meeting to 1:30–3:00 pm, so that faculty can attend the safety presentation.
8. Adjourn
- a. The meeting was adjourned at 2:56 pm.