

**Faculty Council Meeting**  
**May 8, 2023 – 9:00-10:00 am**  
**TPS 110 and <https://washington.zoom.us/j/99106482251>**  
**Phone: +1 253 215-8782**  
**Meeting ID: 991 0648 2251**

**MINUTES**

<b>Faculty Council Member</b>	<b>Capacity</b>	<b>Present (P), Absent (A), or Recusal (X)<sup>1</sup></b>
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	A
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
<b>Ex-Officio Members</b>	<b>Capacity</b>	<b>(P), (A), or (X)</b>
Natalie Eschenbaum	Dean	P
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. Old Business: Salary Increase
5. Old Business: Structure
6. Old Business: ICR Policy [draft]
7. Updates & Announcements
8. As May Arise
9. 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 by unanimous consent.
3. Approval of Minutes
  - a. The minutes of the April 17, 2023, and May 1, 2023 were approved by unanimous consent.
4. Old Business: Salary Increase
  - a. Earlier this year, \$100,000 was allocated by UWT for unit adjustments; increases went into affect on April 1, 2023.
    1. The Faculty Assembly chair started with a model developed at UW Bothell that took into account years of searvice, but then revised the formula; it was based on the average

- salary of assistant professors in the School/Division; 10 percent above for associate professors (tenure & teaching); 20 percent above for full professors (tenure & teaching).
2. If there was less than a 2 percent difference there was no adjustment; a 2.0 percent to 3.4 percent difference received that percentage; anything over 3.4 percent received a 3.4 percent increase; this was done by Division, not by discipline, but did address some compression issues.
  3. Twenty-nine faculty at UWT received a salary increase, with 15 of those in SIAS; 9 associate professors in SIAS (18 at UWT); 1 professor in SIAS (4 at UWT); 4 associate teaching professors (6 at UWT); 1 teaching professor in SIAS (1 at UWT).
  4. Looking at our salary data is challenging because of our divisional structure.
  5. This was talked about in the Dean's Council last week; our Faculty Assembly didn't know before the unit adjustments were made that UW Bothell wasn't happy with the formula and that it didn't address within rank compression.
  6. Concern that these adjustments were done by one person with no support.
  7. Attempts to address compression should be handled at the campus level.
- b. Professional staff will be receiving a 4 percent increase across the board.
  - c. 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 pay pool and a 1 percent unit adjustment pool, the latter of which to be allocated to individuals as increases of between 0.5 percent and 10 percent."
    - d. From EVCAA: "Consistent with past practice, Chancellor Lange and I proposed 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 EFCs—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."
    - e. Do we want to go with a 4 percent across-the-board increase for all "meritorious" faculty or a 3 percent across-the-board increase for all "meritorious" faculty plus a 1 percent "unit adjustment" pool?
    - f. To create a formula that would take into account all of the nuances within Divisions and across faculty members would be a tall ask; it would be hard to account for everything that's happened since 2017; we'd also need to look at how we compare nationally in disciplines.
    - g. The School of Education is using the 1 percent for compression.
    - h. Inflation is very high for everyone; the cost of living has changed considerably in the past few years.
5. Structure
- a. We should follow up on the meeting with EVCAA Andy Harris.
  - b. The structure discussion will be a main part of our Friday Faculty Meeting.
  - c. Affinity groups have been meeting with more meeting this week; we want to wait for feedback from those groups before we go too far.
    1. Some of the affinity sessions have not been well attended, but there are longer-term plans for the affinity groups.
  - d. We want to give Natalie some time at the meeting to give her thoughts now that she's been here for 8 or 9 months. She plans to share some general thinking, based on collective feedback, for next steps in the process.
    1. We need to give huge thanks for everyone's patience during this process, as we know some of you are tired of talking about structure.
    2. Natalie appreciates the careful way that Faculty Council has sought feedback and exceptional amount of work done by the previous task forces.

3. Serious concern about faculty workload is pointing the way forward as Andy talked about last week; we know that workload might actually increase with restructuring because you can't review all the merit files now; it will move from an impossible task to a daunting one; now just spending 30 minutes to one hour on each merit file would account for all service hours required.
  4. We will need to figure out how course releases and administrative supplements will be distributed.
  5. The survey revealed that some people are interested in more divisions, but most were split between 3 or 4 divisions.
  6. Natalie is leaning toward 4 divisions to address workload concerns.
  7. Divisions should be organized around the curriculum and majors/minors; the tenure home should be in the Division in which you teach; but affiliate relationships should be possible.
  8. Ideally each division would have a number of faculty at rank, but the divisions don't necessary have to be the same size.
  9. We want to continue to encourage interdisciplinarity and potentially create a center for interdisciplinarity.
  10. Divisions need to be given more autonomy with funding for course releases.
  11. We need to emphasize teaching excellence around appointment field.
  12. We've been told that restructuring should be budget neutral, but Andy also said that we could argue if we have true need.
  13. We have a finite amount of resources, but we can do grant writing and fundraising.
- e. Bill will summarize the discussion with Andy.
    1. Bill doesn't feel he can recommend moving forward with restructuring unless we have the necessary resources to fund our structure.
    2. We aren't fully supported now; some of our money is coming out of vacant lines.
    3. Ben is trying to get a report created by Katie Baird in 2019 that looks at cost per credit hours, but it doesn't make sense to update the report unless Andy would find it persuasive.
  - f. The funding needs to be fixed over all, but the new structure could greatly help with workload.
  - g. School of Urban Studies has 13 faculty, a dean, and 3 staff members; PPPA has 13 permanent faculty, a chair with course releases, and 1/2 of a staff member.
  - h. We need to do a true assessment of the workload of the chairs and some aspects will change; we may need to create curriculum coordinators in divisions; there are many inefficient processes, especially scheduling in some divisions.
  - i. We need to compare ourselves internally, as well as externally to the other Schools at UWT.
  - j. One size will not fit all in the Divisions; there will be more work for the chairs, and some are barely keeping up now.
  - k. We have learned a lot through these discussions and the listening sessions, but questions about resource allocations still remain.
    1. The resource question is really crucial; we need to propose the best version and then take the specific issues to the EVCAA; we need to demonstrate where we need more resources.
6. Old Business: ICR Policy
    - a. Bill sent his draft of the revised ICR policy, which was based on the School of Urban Studies's policy, via email.

- b. PI Distribution: **“The School of Interdisciplinary Arts & Sciences (SIAS) will provide 50 percent of the ICR funds received each year back to the PI(s) whose grant generated the ICR.** The returned ICR funds can be used to offset additional expenses not covered in the grant (if still active). Examples may include software, technology/hardware (which is a University asset), supplies, travel, copying/printing, transcription payments, etc. The PI may also use funds for professional development (travel, conference presentations, etc.) or seed money for future research funding requests. **The PI may also return a portion of these funds to the SIAS general fund.** Although ICR fund use is flexible for the PI, University, State, and academic unit rules must be followed. For example, the funds cannot be used for food, alcohol, gifts, course buy-outs, or any type of faculty compensation.”
  - c. SIAS Distribution: “The School of Interdisciplinary Arts & Sciences will retain the other 50 percent of ICR funds received each year. These funds may be used to offset unplanned negative grant balances at the end of the grant life cycle. With proper grant/PI planning, this is expected to be very limited. These funds are also needed to cover annual/monthly University fees such as Workday allocations and technology fees.”; “Funds may also be used for faculty fellowship awards or other needs that serve the School of Interdisciplinary Arts & Sciences. These could include software, technology, and other resource purchases that are for the **greater good of the School of Interdisciplinary Arts & Sciences faculty, staff, and students.**”; **“The Dean’s office will review ICR balances at the end of each year and determine the amount available for faculty fellowship awards and/or other needs for the SIAS. This information will be shared with the Faculty Council.”**
  - d. Communication & Management: “The tracking and balance management of the ICR funds will reside with the **applicable staff member** and/or the grant manager. Communications will go out each year (or as needed) to the PIs on their available ICR balances. It will be the responsibility of the PI/faculty to manage their spending budget within the ICR funds they have been allocated.”
7. Updates & Announcements
    - a. Bill will send out the data on World Languages
    - b. The letter to be sent to external reviewers has been drafted.
    - c. We will discuss the reappointment process for Teaching Faculty in our next meeting.
    - d. Faculty Affairs has created a workload survey.
  8. As May Arise
  9. Adjourn
    - a. The meeting was adjourned at 10:13 am.