Faculty Meeting  
March 3, 2023, 12:30–2:30 pm  
William Philip Hall and Zoom: https://washington.zoom.us/j/93842586638

Attendance: See page 4

Agenda
1. Land Acknowledgment
2. Approval of Minutes
3. Updates & Announcements
5. Structure Framework
6. Teaching Faculty Promotion Process
7. Elimination of Majors & Minors
8. Reading of the Votes
9. Adjourn
10. Executive Session

Votes/Action Summary
1. Approve the February 3, 2023, Faculty Meeting Minutes as distributed. Motion introduced by Peter Horak and seconded by Ben Meiches. There was no discussion. The motion passed. [Yes-43; No-0; Abstain-2]

2. Teaching Faculty who want to be considered for promotion in 2023–2024 must use the 2021 SIAS Faculty Promotion Guidelines through that process. Motion introduced by Jim Gawel and seconded by Jutta Heller. The motion passed. [Yes-53; No-0; Abstain-2]

1. Land Acknowledgment, Welcome, and Ground Rules.
   a. With a quorum present, Faculty Council Chair Bill Kunz called the meeting to order at 12:35 and the group took a moment to reflect on the SIAS Land Acknowledgment before beginning the business of the faculty meeting.
   b. Bill reviewed the SIAS ground rules with the group and the use of Zoom chat in faculty meetings.

2. Approval of Minutes.
   a. Approve the February 3, 2023, Faculty Meeting Minutes as distributed. Motion introduced by Peter Horak and seconded by Ben Meiches. There was no discussion. The motion passed. [Yes-43; No-0; Abstain-2]

3. Updates & Announcements.
   a. Merit Review & Regular Conference. The Faculty Senate is potentially changing the Merit Review Process. There is a proposal in Seattle that would change merit review to an annual review to receive a base salary increase. There would be a new Career Development Review to provide “actionable guidance and feedback” and we would still have Regular Conferences that would “make specific suggestions, as necessary, to improve or aid the faculty member’s work.” These changes will have to be approved by the Faculty Council on Academic Affairs, the Senate Executive Council, and the Faculty Senate in consultation with the Faculty Council on Gender, Equity, and Justice, the Faculty Council on Tri-Campus Policy, and the Faculty Council on Race, Equity, and Justice.
b. **Safety and Conduct.** SIAS held a discussion on February 17th, regarding safety issues. AHR shared a list of resources; we also have resources on the SIAS HUB. AD Steve Ross sent out a survey requesting any thoughts or concerns that faculty and staff may have regarding workplace/classroom management, emergency response, and support. UWT will be providing more workshops and drills in the near future.

4. **Budget Recommendation – 2023–2024.**
   a. There will be a 2 percent ($348,000) permanent cut to the SIAS budget in 2023–24; there may be 1.7 percent cuts in both 2024–25 and 2025–26 depending on enrollment numbers.
   b. Our recommendation to the Dean was to eliminate the two vacant faculty lines (Turan Kayaoglu and Lauren Montgomery’s lines) for a reduction of $243,813. As well as cut the planned $100,000 in Scholarship & Teaching Funds. This will protect Professional Development Funds and we hope to have some mini-grants available. Natalie will make these recommendations to the EVCAA.

5. **Structure Framework.**
   a. **Why do we want to restructure?**
      1. The realities of the workload with appointment, review, and promotion at the School level is overwhelming.
   b. **Why are we doing this now?**
      1. We’ve had several task forces look at restructuring in the past, but there wasn’t the support needed to make it happen; we have never had a vote of the faculty on restructuring proposals in 2018–2019.
      2. The Chancellor and EVCAA are supportive of making this transition now.
   c. **Governance.**
      1. Divisions with Appointment would move merit review, reappointments, new appointments, part-time appointments, and tenure & promotion to the Divisions.
      2. The Promotion Process (based on the Divisional Model at UW Bothell) > Review committee (standing or ad-hoc), Divisional unit faculty vote, Chair letter, Dean letter, UWT Appointment Promotion & Tenure Committee, Chancellor or Vice Chancellor letter.
      3. Unanswered questions about the Promotion Process include whether there would be one set of promotion guidelines with Divisional “Culture Statements,” or promotion guidelines for each Divisional unit; College of Arts & Sciences at UW Seattle has College level tenure & promotion guidelines, but are currently developing departmental guidelines.
      4. Faculty Council would still exist as it is part of the Faculty Code (Section 23-45), but the size and the composition would likely change. [A&S College Council at UW Seattle is made up of tenured faculty and makes recommendations on faculty personnel actions, advises the Dean on educational policy, budget matters, on administrative policy and procedure, on appointing committees, and interprets the College Code of Organization and Procedure.]
   5. We would have to decide if we want to keep all of the Standing Committees.
   6. Administration at the Divisional level would consist of Chair, Vice Chair and/or Major Coordinators, Divisional Unit Coordinator, and Lab Coordinators.
   7. Administration at the School level would consist of the Dean, Associate Dean(s), Advising, Finance, and Communication/Web Design.
   d. **Structure Task Force 3.0 – Models.**
      1. Model from the 3.0 task force was based on clusters of majors, rather than faculty; “Existing faculty must have some degree of self-determination in the process of
selecting their appointment home;” “Faculty may hold joint (voting) or adjunct (non-voting) appointments in multiple divisions;” and “New hires must have clearly defined appointment homes,” with the “option to establish joint or adjunct appointments.”

2. Pros: Faculty will be involved with fewer personnel decisions; Fewer School-wide hiring meetings/votes; More effective and meaningful promotion review and review processes; Ability to cross list courses.

3. Cons: More responsibilities for Chairs (senior faculty); No new resources to compensate for increased responsibilities; Power over personnel decisions concentrated in fewer hands; Potentially easier to eliminate departmental appointment homes compared to undepartmentalized SIAS.

4. In September 2018, there were 2 models proposed: 3 Division and 7 Division.

5. In May 2019, a 5 Division model was proposed with 2 large Divisions: CAC & SAM and 3 small Divisions: PPPA, SBHS, & SHS.

6. Our guiding principles are: Divisional Units with coherence in terms of curriculum and disciples; Divisional Units of more or less equal size to share work in an equitable manner (merit review, reappointment, etc.); Divisional Units with sufficient faculty at senior ranks.

7. Challenges: We are tired of talking about this . . . ; Why can’t we call them departments?

8. Questions for breakout groups:
   a. How do we best consult with faculty? Divisions, ranks & titles, affinity groups? With or without the Dean or Faculty Council Leadership?
   b. And how do we organize the faculty? Task Force 3.0 Defined departments (divisions) as clusters of majors rather than faculty; Are there different ways to create Divisions?
   c. What more do you want to know about governance?
   d. We will discuss your thoughts at the next Faculty Council meeting.

6. Teaching Faculty Promotion Process.
   a. The Provost sent a letter in June 2022 stating, “In several cases this year, the candidate was evaluated by the unit and the external reviewers using promotion guidelines for the former senior lecturer and principle lecturer instructional titles.”
   b. AD Steve Ross is working on updating the language in letters to external reviewers to call attention to language in the Faculty Code.
   c. We currently have two sets of promotion guidelines for teaching faculty; We either need to update the terminology in the 2017 guidelines so that external reviewers are aware of the changes regarding scholarship, or require teaching faculty to use the 2021 guidelines, which include scholarship.
   d. Scholarship (2021 Guidelines): “SIAS values the breadth and diversity that emanates from different fields, methods, and ways of knowing. As such, scholarship in SIAS includes intellectual contributions that have demonstrated impact on the academic community as well as the public at large, programs, policy, social change, or education. Such contributions are all considered equal in value and may be evaluated in terms of scholarly, professional, and/or community recognition of the impact of one’s work. Instructional Impact: According to UW Faculty Code (24-32), faculty members’ scholarship is ‘reflected not only in their reputation among other scholars and professionals but in the performance of their students.’ Such evidence may include: ‘introduction of new knowledge or methods into course content; creation or use of innovative pedagogical methods; development of new courses, curricula, or course materials; participation in professional conferences; evidence of student performance;
receipt of grants or awards; contributions to interdisciplinary teaching; participation and leadership in professional associations; or significant outreach to professionals at other educational institutions.”

e. This is considered Class A Legislation and it was unanimous decided by the Faculty Council to bring this to the faculty for a vote.

f. Motion: Teaching Faculty who want to be considered for promotion in 2023–2024 must use the 2021 SIAS Faculty Promotion Guidelines through that process. Motion introduced by Jim Gawel and seconded by Jutta Heller. [Yes-53; No-0; Abstain-2]

7. Elimination of Majors & Minors.
   a. The Division faculty initiated the elimination of the major/minors and we have suspended admissions in American Studies (CAC Major) and in Museum Studies (SHS Minor) and Nonprofit Studies (SHS Minor).
   b. The elimination process has included the SIAS Interdisciplinary Curriculum Committee, the UW Tacoma Academic Policy & Curriculum Committee (March 2022), the UW Tri-Campus Review / Faculty Council on Academic Policy, President Cauce (May 2022), and NWCCU approved the suspension of admission for American Studies.
   c. The final steps are limited RCEP process with a letter from the Dean to the Chancellor with the rational for the elimination of the major and minors and then finally the Senate Committee on Planning & Budgeting.
   d. There will be a window for faculty to request a full RCEP.
   e. A faculty vote is not required to move this forward.

8. Reading of the Votes.
   a. Ben Meiches read aloud the roll call of the votes for the March 3, 2023 SIAS Faculty Meeting.

   a. The meeting adjourned at 2:10 pm.

10. Executive Session.

Faculty Attendance (total attendance: 81):

Ahn, Ji-Hyun
An, Yajun
Bandes B. Weingarden, Maria-Tania
Baran, Jennifer Myers
Bartlett, Alan
Bayer, Ellen
Blair, Nicole
Burghart, William
Card, Ryan
Cardinal, Alison
Casas, Ruben
Chaffee, Leighann
Chamberlain, Ed
Chavez, Sarah
Cline, EC
Compson, Jane

Davis, Jeremy
Demaske, Chris
Dillman, Joanne Clarke
Dinglasan-Panlilio, Joyce
Eaton, Julia
Eccleston, Sara
Erickson, Ander
Eschenbaum, Natalie
Finke, John
Gardell, Alison
Gawel, Jim
Greengrove, Cheryl
Griessie, Margaret
Hanneman, Mary
Harvey, Matthew
Heery, Eliza
Heinz, Morgan
Heller, Jutta
Henderson, Margaret
Hershberg, Rachel
Horak, Peter
Ignacio, Emily Noelle Sanchez
Jones, Ever
Kennedy, Maureen
Kolodziej, Edward
Krayenbuhl, Pamela
Kunz, Bill
Laux-Bachand, LeAnne
Lee, Hyoang
Lee, Jeong-Ah
Ma, Eva
Machine, Augie
Martens, Jacob
Masura, Julie
McMillin, Divya
Meiches, Ben
Miller, Alex
Miura, Cassie
Modarres, Andrea
Moore, Ellen
Nicoletta, Julie
Nutter, Alexandra
Pan, Yixuan
Perone, Luke
Quinn, Jennifer
Rayermann, Scott
Raynor, Deirdre
Reusch, Johann
Rose, Emma
Ross, Steve
Sankaran, Saumya

Selkin, Peter
Sharkey, Joe
Shatunova, Olga
Skipper, Haley
Sun, Huatong
Sundermann, Libi
Than, Duong
Thompson, Riki
Thuma, Emily
Velasquez, Tanya Grace
Vincent, Jack
Williams, Charles
Woodside, Vanessa de Veritch
Xiao, Y. Jenny

SIAS Staff (total attendance: 8):
Asplund, Jessica
Hendricks, Audrie
Holcomb, Anna
Hoover, BethAnn
Kissoondyal, Jon
Jones, Kathleen
Stroum, Amanda
Tolentino, Karl

Public/Unknown (total attendance: 0)