

## **Faculty Meeting**

**April 14, 2023, 12:30–2:30 pm**

**William Philip Hall and Zoom:** <https://washington.zoom.us/j/99359953334>

**Phone:** +1 253 215 8782

*Attendance: See page 4*

## **Agenda**

1. Land Acknowledgment (5 minutes)
2. Approval of Minutes (10 minutes)
3. Updates & Announcements (10 minutes)
4. Indirect Cost Recovery (10 minutes)
5. Structure Update (15 minutes)
6. Distance Learning Policy (25 minutes)
7. Reports & Opportunity for Questions (10 minutes)
8. As May Arise
9. Reading of the Votes
10. Adjourn
11. Executive Session – Faculty Search – 2:00 pm

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## **Votes/Action Summary**

1. Approve the March 3, 2023, Faculty Meeting Minutes as distributed. Motion introduced by Jutta Heller and seconded by Jim Gawel. There was no discussion. The motion passed. [Yes-50; No-0; Abstain-4]
2. Approve the Distance Learning Policy as written. Motion introduced by Jim Gawel and seconded by LeAnne Laux-Bachand. The motion passed. [Yes-40; No-3; Abstain-4]

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### **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 March 3, 2023, Faculty Meeting Minutes as distributed. Motion introduced by Jutta Heller and seconded by Jim Gawel. There was no discussion. The motion passed. [Yes-50; No-0; Abstain-4]

### **3. Updates & Announcements.**

#### **a. Leadership of Meetings.**

1. Promotion & Tenure, Reappointment, and Searches: The Dean provides a summary of the candidate in some cases, and has oversight of processes in others, so Faculty Council believes it makes sense for the Dean's Office to run those meetings.
2. Faculty Council believes that the Ground Rules regarding meetings needs to be broader regarding who can address discrimination: "Discrimination of any kind is unacceptable and will be directly addressed by the meeting leader."
3. Faculty Council has asked DAC to look at the Ground Rules to see how we can collectively move forward.

- b. **Faculty Rights & Student Concerns Process.** A brief update from AD Steve Ross:
  - 1. Sarah Davies Breen will be at the Faculty Council meeting on Monday, April 17<sup>th</sup>.
  - 2. There have been several conversations with AHR regarding faculty rights.
  - 3. A CARE workshop will be held April 28<sup>th</sup>, from 2–4 pm, via Zoom; the CARE workshop was requested by faculty in the aftermath of recent negative events; there will be other opportunities to address and support well-being; SAM faculty and staff were more directly impacted and will have a more intensive workshop available to them.
  - 4. There has been a lot of feedback regarding the lockdown drill, which has been communicated to Campus Safety; we need a classroom workshop to talk about what can be done to secure the classroom; we need emergency action plans as well.
- c. **Structure.**
  - 1. The EVCAA Andy Harris will be at the Faculty Council meeting in Early May.
- d. **School, Campus, and Tri-Campus Councils.**
  - 1. We will move forward with nominations for campus level councils and committees first.

#### **4. Indirect Cost Recovery.**

- a. Faculty Council was asked to review the SIAS Indirect Cost Recovery Policy.
- b. General Framework at UWT: “Indirect Cost Recovery (ICR) funds (also referred to as Facilities and Administrative [F&A] and indirect costs) collected by UW are intended to cover certain finance and administrative costs related to research activities that cannot be itemized on a research budget such as building maintenance and materials, libraries, and centralized administrative costs of managing grants and contracts.”
- c. UWT Allocation Policy (2019): “From the ICR funds collected on a sponsored grant or contract administered by UW Tacoma, UW Seattle retains approximately one-third for centralized sponsored research support and libraries; The remaining two-thirds is distributed to UW Tacoma.”
- d. Currently 80 percent of the ICR funds coming to UWT goes to UWT Central Administration, with 20 percent going back to the academic unit; at UW Bothell, the split is 60/40. Should we try to negotiate a better percentage?
- e. Of the 20 percent that UWT Schools receive, 50 percent goes to the Principal Investigator in the School of Education and the School of Urban Studies; the School of Engineering & Technology is moving in that direction as well. Should we allocate a portion of the money to go back to the Principal Investigator?
- f. Current SIAS policy states that we “will use its portion of ICR in the following ways: 1. To fund training for faculty and staff in research administrative and fiscal practices and software; 2. To fund technology and software that will assist staff in supporting faculty and student research and scholarship; 3. To purchase and maintain shared equipment that will directly benefit the research and scholarship endeavor of faculty and students in SIAS. A request for such equipment should be made by Division Chairs to the SIAS Director of Finance and Operations.”
- g. Should we consider using broader language in the policy? Should we add specific needs, including grant writing?
- h. Please provide feedback to your Faculty Council reps; We’ll have more discussion of the policy going forward.

#### **5. Structure Update.**

- a. We’ve completed listening sessions with SAM, SBHS, & PPPA; meeting with CAC today.
- b. We’ve had listening sessions with most of the faculty ranks, new faculty, and staff; meeting next Monday meeting with Assistant Teaching Professors.

- c. DAC is preparing a list of affinity groups; DAC will organize listening sessions and provide feedback.
- d. The discussions have been very interesting with a range from doing nothing to breaking IAS into 5 or 6 separate schools.
- e. We will post the survey feedback and notes from the listening sessions on the HUB.
- f. Thanks to all who have completed the survey, there were a lot of thoughtful comments. The survey is still open, here are the results so far:
  - 1. Divisions: CAC 18/38; PPPA 6/13; SAM 18/46; SBHS 6/14; SHS 4/14; 2 did not disclose.
  - 2. Ranks: Junior 12/41; Senior 41/84; 1 did not disclose.
  - 3. Teaching or Tenure Line: Teaching 19/45; Tenure Line: 34/80; 1 did not disclose.
  - 4. Dialogues: 3.17 average; Inclusivity: 3.48 average; Future Conversations: 3.24 average; Provisional Support: 4.22 average.
- g. There are definitely differences in how divisions feel about restructuring, but there is agreement on moving forward, but not yet with a particular model, which reflects the feedback that we've had in the listening sessions.
- h. The EVCAA Andy Harris will be coming to Faculty Council in early May to discuss restructuring.

## 6. Distance Learning Policy

### a. *Bylaws & Legislation.*

- 1. The Faculty Council approved the language of the Digital Learning Policy at their meeting on April 10, 2023.
- 2. Class A Legislation: “Class A: shall consist of amendments to these bylaws, and to the standards for tenure, promotion, and faculty assessment. By a simple majority, the Faculty Council may propose these amendments. The Faculty Council will forward these proposed amendments to the faculty for its approval as specified in Article IX.”
- 3. Class B Legislation: “Class B: shall consist of all other legislation and resolutions including all general policies within the purview of the faculty. This legislation shall be approved by a simple majority of the Faculty Council and requires no additional action by the faculty. The Chair of the Faculty Council shall notify the faculty of these actions two weeks prior to their taking effect.”
- 4. Class B Legislation: “By petition from at least 15 percent of the voting faculty gathered from among at least two Divisions of the School of Interdisciplinary Arts & Sciences, the Chair shall convene a meeting of the whole Faculty to review any policy, rule, or regulation adopted by the Faculty Council.”
- 5. Class A: Assessment; Class B: Modalities and Training & Certification.

### b. *Distance Learning Policy Terminology.*

- 1. From the task force: “This document uses the term distance to refer to fully online, hybrid to refer to both in person and online, and digital to refer to any modalities that are distance or hybrid.”

### c. *Modalities.*

- 1. “SIAS should follow established UWT Office of Digital Learning (ODL) and Tri-Campus Digital Learning Alliance (DLA) practices to ensure consistency for teaching and student success”; Any SIAS faculty who is certified by UWT can teach in any learning modality defined by the Digital Learning Alliance (DLA) and posted on the registrar’s website.

### d. *Training & Certification.*

- 1. “All faculty, including new faculty, temporary and part-time lecturers, must be certified by the Office of Digital Learning at UWT to teach in any of the digital modalities defined by the DLA”; “Faculty certification is determined by the Office of

Digital Learning and will be confirmed by Divisional Chairs and the Office of Digital Learning before a course is submitted for the time schedule.”

**e. *Assessment.***

1. “Faculty teaching in digital modalities must provide evidence of assessment (through self-assessment, student evaluations, **and/or** peer/collegial observations of digital courses) in their Teaching Reports for Merit, Regular Conference, Reappointment, and Promotion.”
2. Assessment: “Faculty teaching **in digital modalities** must have **a digital course** evaluated by students **at least once every two years.**”
3. Assessment: “Faculty teaching at least one digital course per year should consider having a collegial observation be done on a course offered in a digital modality **during their Faculty Code mandated review period.**”
4. Assessment: “Provide and regularly assess (during collegial observations) the digital front door of courses, regardless of digital modality, **synchronous, asynchronous, and hybrid.**”

**f. *Vote on the Motion.***

1. Approve the Distance Learning Policy as written. Motion introduced by Jim Gawel and seconded by LeAnne Laux-Bachand. The motion passed. [Yes-40; No-3; Abstain-4]
- g. Our sincere thanks to the Distance Learning Task Force.

**7. Reports & Opportunity for Questions.**

**a. *Faculty Senate.***

1. Class A Legislation: Gender Neutral Language in the Faculty Code. Passed by the Senate for 3<sup>rd</sup> consideration; Voting faculty will receive an email asking them to vote on this legislation.
2. Class A Legislation: New Faculty Titles — “Professor of Practice.” Passed by the Senate for 1<sup>st</sup> consideration; This legislation will be discussed for 2<sup>nd</sup> consideration at the next Senate meeting.
3. Class A Legislation: Revision of Merit Review Procedures. Sent back to Faculty Council on Faculty Affairs for further consideration.

**b. *Executive Council.***

1. A summary was sent via email on April 7, 2023.

**8. As May Arise.**

**9. Reading of the Votes.**

- a. Ben Meiches read aloud the roll call of the votes for the April 14, 2023 SIAS Faculty Meeting.

**10. Adjourn.**

- a. The meeting adjourned at 1:57 pm.

**11. Executive Session.**

**Faculty Attendance (total attendance: 71)**

Alcaide Ramirez, Dolores  
Bandes B. Weingarden, Maria-Tania  
Barnes, Gordon

Bayer, Ellen  
Blair, Nicole  
Budge, Tyler

Burghart, William  
Cardinal, Alison  
Casas, Ruben  
Chaffee, Leighann  
Chamberlain, Ed  
Chavez, Sarah  
Clarke Dillman, Joanne  
Cline, EC  
Dancis, Julia  
De la Cruz, Sonia  
De Veritch Woodside, Vanessa  
Demaske, Chris  
Dinglasan-Panlilio, Joyce  
Eccleston, Sara  
Erickson, Ander  
Eschenbaum, Natalie  
Finke, John  
Forman, Michael  
Gardell, Alison  
Gawel, Jim  
Griesse, Margaret  
Hanneman, Mary  
Heery, Eliza  
Heinz, Morgan  
Heller, Jutta  
Horak, Peter  
Jones, Ever  
Kalikoff, Beth  
Kolodziej, Ed  
Kula, Michael  
Kunz, Bill  
Laux-Bachand, LeAnne  
Lee Hyoung  
Machine, Augie  
Malik, Bidisha  
Martens, Jacob  
Masura, Julie  
McDonald, Erik  
Meiches, Ben  
Miura, Cassie  
Modarres, Andrea  
Montgomery, Michelle  
Moore, Ellen  
Myers Baran, Jennifer  
Nicoletta, Julie  
Nutter, Alex  
Perone, Luke  
Rayermann, Scott  
Rose, Emma  
Ross, Steve  
Selkin, Peter  
Sesko, Amanda  
Sharkey, Emmett  
Shatunova, Olga  
Skipper, Haley  
Sun, Huatong  
Sundermann, Libi

Than, Duong  
Thuma, Emily  
Tou, Erik  
Ugur, Etga  
Vanderpool, Ruth  
Vincent, Jack  
West, Carolyn  
Xiao, Jenny

**SIAS Staff (total attendance: 7)**

Asplund, Jessica  
Holcomb, Anna  
Hoover, BethAnn  
Jones, Kathleen  
Kissoon, Jon  
Pitt, Tracy  
Tolentino, Karl

**Unknown (total attendance: 1)**

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