

Faculty Resolution to Address the Safety and Security of instruction and faculty on the University of Washington Tacoma Campus

Approved by EC on May 9th 2023

WHEREAS, The University of Washington (UW) Administrative Policy [Statement](#) (Section 13.1) states that “the University of Washington is required to safeguard the welfare of students, faculty, staff, and visitors, and to protect the University of Washington's essential functions of teaching, research, and public service during and after emergencies and disasters” and further states that, “It is University policy that each vice president, vice chancellor, vice provost, dean, director, department chair, and supervisor is responsible for the health and safety performance in his or her respective units”; and

WHEREAS, the University of Washington Tacoma Workplace Security [plan](#) states: “Assign an employee or small group to draft a workplace security plan and review/implement it as well as other health and safety and emergency plans”; and

WHEREAS, evidence is conclusive that faculty members have been targets of threats; faculty have not been informed when threats have been made that could affect them; and most of the threats have been targeted at female faculty teaching in high stress/high stake courses in STEM and other areas; and

WHEREAS, faculty who experience marginalization are at statistically greater risk for being targeted; are less informed and updated by others (colleagues and staff) about risks; and are left out of communication and decision-making that affects collective safety and shared conditions;

BE IT RESOLVED,

Communication Plan: Administration shall provide timely communication to all faculty members when there are threats to individual faculty members and provide as much information as possible to allow the faculty members to make decisions. In case of serious threats to faculty, communication must be escalated so that there is an alert mechanism that goes to faculty only lists;

Climate: Administration shall take all steps to establish improved workplace safety plans; shall include evidence-based best practices for inclusion, protection, and support of different faculty positions and characteristics; and shall respect the rights of all employees;

Student Issues or Threats: Administration shall involve faculty in the decision-making around student issues or threats related to instruction and faculty members and provide support rather than isolate the faculty from the decisions. There shall be a plan that explicitly identifies/addresses the mental health needs of community members. The faculty member in question shall be offered the opportunity to be part of the committee that decides on the future of the student with concerning behaviors at UWT;

Instructional Support: The campus shall develop a teaching support and mentoring structure and network for the faculty who experience student conduct issues in classrooms, which might eventually hurt their future merit review, and promotion and tenure cases. Faculty shall receive timely support and training to handle these issues before they escalate;

Campus Safety and Emergency Plan: Administration shall involve a recognized outside security and safety firm and faculty members to provide a comprehensive safety plan that handles various issues of instructional and personal safety. These issues include but are not limited to making required changes to ensure an instructor can lock a classroom door from inside, reinforcing glass panes on classroom doors, and reinforcing large glass windows. These also include specific strategies to ensure the safety of students, faculty, and staff with disabilities and those working or taking classes at night. There shall be a non-mobile/cell phone-based notification system installed in each classroom/academic space, such as a digital scrolling display unit or campus-wide public announcement system. There shall be training that involves all stakeholders on the campus including students, staff, and faculty, and selection of training materials that are appropriate and sensitive to all groups involved. Faculty and staff shall also be informed of where campus security is located with clearly marked signage in all areas, how many campus security personnel are always available, and the phone numbers to call in case of an active shooter event or break-in within any building when classes are underway. There shall be designated food/water spots around campus in case of long-term emergency;

Campus Security Team and Security Personnel: Administration shall involve a recognized security and safety firm and faculty members to provide a comprehensive plan that will recommend the proper personal security equipment, protocols and safety guidelines, monitoring equipment and security resources to cover the 50-acre UW campus facility. The plan shall be reviewed by the Executive Committee of the Faculty Assembly in consultation with UW Tacoma Decriminalize group and the UWT Administration. After the plan's approval, authorization to proceed with the appropriate recommended security protocols, equipment and processes shall begin;

The Chancellor, Executive Vice Chancellor of Academic Affairs, and Vice Chancellor for Finance and Administration overseeing campus safety and security shall be charged with providing oversight and guidance to implement the campus plans, providing timely communication, and involving faculty in safety plans and discussions.