

## Faculty Affairs Committee Year-End Report: AY 2022 – 2023

Topic/Issue	Response	Further Action	Ongoing 2023-2024
<p><b>Faculty Workload</b></p>	<p><u>From 2021 – 2022</u></p> <p>FAC received feedback from all 7 schools and revised the workload resolution based on recommendations provided.</p> <p><u>2022-2023: Revised Faculty Workload Resolution:</u></p> <p>The revised document offered guidance to Schools and addressed the following elements for tenured, tenure-track, teaching faculty and lecturers.</p> <ol style="list-style-type: none"> <li>(1) Schools are advised to provide specific guidance and clarity around teaching, scholarship/research, and service to all faculty.</li> <li>(2) Schools are advised to support faculty engagement in community-level work where possible.</li> <li>(3) Schools are advised to be attentive to female faculty and under-represented faculty especially in the domains of teaching and service.</li> <li>(4) Schools are advised to consider an <b><i>equity-minded</i></b> model to address workload burdens by reviewing a recommended promising practice.</li> <li>(5) The equity-minded workload practice must proceed using several steps as articulated by the model: (a) diagnose the problem of excessive workload through monitoring and documenting; (b) determine the areas where adjustments are needed; (c) develop an equity-minded action plan and identify resources to remediate; (d) establish a timeline to implement action plan; (e) evaluate progress.</li> <li>(6) UWT Academic Affairs was charged with providing oversight to Schools.</li> </ol>	<p>No further action is required.</p>	<p>Each School will conduct their self-assessment of workload in the domains of teaching, service and scholarship with support from AHR and FAC.</p>

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	<p>The revised Workload Resolution was approved by FAC in October 2023, and endorsed by the EC of Faculty Assembly on November 21, 2022. The document was then forwarded to Dr. Andrew Harris, Executive Vice Chancellor for Academic Affairs, for review.</p> <p>Dr. Harris reached out to FAC Chair with the request that she works with Director of Academic Human Resources (AHR), Sarah Davies-Breen to spearhead the implementation of the Faculty Resolution charge with each of the seven Schools at UWT.</p> <p>FAC Chair and AHR Director developed a self-assessment for Schools to begin the first step of implementing an equity- minded workload model. (A copy of the self-assessment document accompanies the FAC AY 2022-2023 report)</p> <p>Schools are scheduled to begin the work in fall 2023.</p>		
<p><b>Challenges faced by UWT international faculty</b></p>	<p>Working with AHR, FAC sent an email invitation to all UWT faculty during winter quarter 2023 requesting self-identification of international status. The email also asked international faculty to indicate interest in participating in focus group sessions to discuss challenges faced and derive solutions moving forward. Twenty-nine UWT faculty self-identified as international and 17 indicated a willingness to participate in FG sessions. The final number of participants was 11.</p> <p>FAC and AHR hosted focus group sessions on March 3, 2023 (<i>n</i> = 5 respondents) and April 17, 2023 (<i>n</i> = 6 respondents).</p> <p>FG sessions lasted one hour, were held via Zoom, and recorded and transcribed for accuracy. Several themes emerged from the sessions:</p> <ol style="list-style-type: none"> <li>1. Work authorization process challenges</li> <li>2. Social and emotional burdens</li> <li>3. Challenges related to teaching and scholarship</li> <li>4. Economic challenges</li> <li>5. Diversity, equity and inclusion support needed</li> </ol>	<p>Faculty Assembly Executive Council to approve the report</p> <p>AHR beginning work with UWT campus entities to implement recommendations provided in report</p>	<p>AY 2023 – 2024:</p> <ul style="list-style-type: none"> <li>● AHR will work with campus entities to implement recommendations outlined in the International Faculty Report.</li> </ul>

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	<p>For each identified theme/problem, FAC provided recommendations to support international faculty.</p> <p>Additionally, FAC identified campus level units/entities whose support is needed to implement the suggested recommendations. [A copy of the report accompanies this 2022-2023 final FAC report)</p> <p>The draft international faculty report was approved by FAC during the May 2023 meeting and then forwarded to EC for review on May 23, 2023.</p>		
<p><b>Agenda Items for AY 2023 - 2024</b></p>	<p>FAC has proposed the following agenda items for the 2023-2024 academic year:</p> <p><i>(1) Support Faculty Equity at UWT</i></p> <p><i>Support ongoing equity-minded faculty workload initiative</i></p> <ul style="list-style-type: none"> <li>• Work with AHR to support equity-minded faculty workload initiative within all seven UWT schools</li> </ul> <p><i>Support equity across non tenure track faculty</i></p> <ul style="list-style-type: none"> <li>• Evaluate and consider strategies to improve equity between tenured/tenure-track and non-tenure track faculty</li> </ul> <p><i>Support equity within tenure track faculty rank</i></p> <ul style="list-style-type: none"> <li>• Evaluate and consider strategies to improve equity within tenure track faculty rank</li> <li>• Compensation packages and pay equity concerns</li> </ul> <p><i>(2) Retaining UWT staff</i></p> <ul style="list-style-type: none"> <li>• Initiate follow-up study of retention of UWT staff</li> <li>• Include support for BIPOC staff</li> <li>• Work with staff association to identify concerns of interest</li> </ul> <p><i>(3) Supporting ongoing International Faculty initiative</i></p>		<p>N/A</p>

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	<ul style="list-style-type: none"> <li data-bbox="514 267 1178 326">• FAC, where possible, will support AHR in implementing the recommendations provided in the International Faculty Report.</li> </ul>		

### **Faculty Affairs Committee Members in AY 2022 - 2023**

Sharon Laing, FAC Chair, 2022 – 2023, School of Nursing and Healthcare Leadership

Yonn Dierwechter, 2021 – 2024, School of Urban Studies

Christopher Knaus, 2021 – 2024, School of Education

Orlando Baiocchi, 2022 – 2025, School of Engineering and Technology

Ken Cruz, 2021 – 2024, School of Social Work & Criminal Justice

Ehsan Feroz, 2021 – 2024, Milgard School of Business

Maria-Tania Bandes Becerra Weingarden, 2022 – 2025, School of Interdisciplinary Arts & Sciences

Chris Marriott, School of Engineering and Technology (Chair: 2022-2023, Non-Tenure Track Faculty Forum, Ex-Officio)