

## Faculty Council Meeting

May 22, 2023 – 9:00–10:30 am

TPS 110 and Zoom: <https://washington.zoom.us/j/99106482251>

Phone: +1 253 215-8782

Meeting ID: 991 0648 2251

## MINUTES

Faculty Council Member	Capacity	Present (P), Absent (A), or Recusal (X) <sup>1</sup>
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	P
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
  - May 8
  - May 15
4. New Business: External Reviewer Solicitation Letters
5. New Business: SIAS Search Plan
6. New Business: Haley Endowment Rubric
7. Ongoing Business: Structure
8. Ongoing Business: Teaching Faculty Reappointment Process
9. Ongoing Business: Indirect Cost Recovery Policy
10. Ongoing Business: Faculty Salary Increase
11. Updates & Announcements
12. Agenda – June Faculty Meeting
13. As May Arise
14. Adjourn

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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.
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3. Approval of Minutes
  - a. The minutes of the May 8, 2023, and the May 15, 2023 meetings were approved by unanimous consent.
4. New Business: External Reviewer Solicitation Letters
  - a. AD Steve Ross has updated the letters to reflect the language in the Faculty Code that clarifies what we mean by scholarship for teaching professors: "Scholarship is an expectation of all faculty and Teaching Professors can demonstrate their scholarship in a variety of ways. Please note that when evaluating scholarship, our Faculty Code states that teaching faculty may demonstrate their scholarship in a variety of ways, including but not limited to:
    1. Introduction of new knowledge or methods into course content;
    2. Creation or use of innovative pedagogical methods;
    3. Development of new courses, curricula, or course materials;
    4. Participation in professional conferences;
    5. Evidence of excellent student performance;
    6. Receipt of grants or awards;
    7. Contributions to interdisciplinary teaching;
    8. Participation and leadership in professional associations; or
    9. Significant outreach to professionals at other educational institutions."
  - b. There is a section regarding Covid for all faculty: "Beginning at the end of Winter quarter 2020, faculty across the University of Washington experienced significant disruption due to the COVID-19 pandemic. Research, innovation, and scholarship disruptions, the sudden and sustained increase in labor due to new teaching modalities, and other difficulties related to remote work have continued through Spring 2021. While campus operations and travel opportunities improved during the 2021–22 academic year, they were still limited compared to pre-pandemic levels in ways that limited innovation in scholarship and teaching. We ask that you consider this unprecedented event when evaluating work performed during the Spring and Summer periods of 2020 and the Academic Years 2020–21 and 2021–22, including the written components of this promotion packet."
  - c. Examples of the tenure- and teaching-track letters are in the Teams folder.
5. New Business: SIAS Search Plan
  - a. Requests:
    1. Assistant Professor – US History & Labor
    2. Assistant Professor – Mathematics
    3. Research Assistant Professor – Ecosystem Management
    4. Part-Time Permanent – Mathematics
  - b. The US History & Labor position resulted in a failed search this year.
    1. The budget situation is very different now than when this search was originally approved and we will need to look carefully at the data on enrollments.
    2. There is concern because this is a replacement for Michael Honey's position, but he wasn't teaching a full load and Michael Reagan is currently teaching those courses.

3. The EGL major numbers have been dropping with only 7 students in the labor studies track.
  4. The EVCAA is concerned about why the search failed this year.
  - c. The Mathematics position will be tenure-track and will teach foundational math classes.
    1. The timeline is very tight, but this position was approved by legislation and will primarily serve SET students.
    2. This is brand new permanent funding.
  - d. Research Assistant Professor for Ecosystem Management will be a research line.
    1. The position will be 100 percent grant funded.
    2. The candidate we want to hire already has office space at the Center for Urban Waters.
    3. They will assist with grants and grant writing.
    4. The position will be 100 percent FTE.
  - e. Part-Time Permanent Position in Mathematics will primarily teach courses for School of Education students.
    1. We are trying to create alternate math pathways.
6. New Business: Haley Endowment Rubric
- a. The Haley applicants are David Coon, Chris Demaske, Danica Miller, Amos Nascimento, Ariana Ochoa Camacho, Riki Thompson, and Emily Thuma.
  - b. How can we operationalize “distinguished”?
    1. One way is that the applicants are associate or full professors.
    2. Rubric is too vague if we remove distinguished.
    3. Concern that bias could result from such an amorphous term.
  - c. We could make community engaged a gradable score.
    1. Could social justice be part of community engaged?
  - d. What if they don’t have a specific plan?
  - e. How do we prioritize if all the applications are great?
  - f. This is a recommendation to the Dean/Chancellor.
  - g. Natalie will resend the call letter.
7. Ongoing Business: Structure
- a. To Do: Meet with the Secretary of the Faculty and Chair of Senate Committee on Planning and Budgeting; Consult with the Chancellor and EVCAA; Meet with SIAS Staff; and Draft Motion.
  - b. Draft motion: “Resolved: Faculty Council should, on behalf of the faculty, consult with the Dean’s Office to develop a formal proposal to initiate a reorganization process of the School of Interdisciplinary Arts & Sciences as defined by Faculty Code 26-41. In this consultation, Faculty Council should advocate that:
    1. The proposal includes *either three* or four new units, which will serve as the tenure and contract homes for the faculty.
    2. The proposal identifies these units primarily based on curriculum and field affinities.
    3. The proposal includes full, non-contingent funding for the administrative functions of the School and new units including all requisite course releases,

discretionary funds, and other sources of administrative support for associate deans, chairs, and vice chairs in the new units.

4. The proposal includes additional resources to support the chairs of the new units beyond their existing course releases and administrative stipends.
  5. The proposal includes additional resources to support major coordinators, which oversee sizable programs in the form of course releases or similar compensation.
  6. The proposal includes the development of a center that could sponsor curricular development, house interdisciplinary majors, support collaborative research, and support community engagement grounded in social justice and creative arts from faculty across the SIAS.
  7. The proposal includes additional resources in the form of course releases and similar compensation for faculty from each of the new units to support their work for an interdisciplinary center.
  8. The proposal explicitly addresses the role the chairs of the new units will play in campus-wide policy deliberations within Academic Affairs.
  9. The proposal includes explicit consideration for diversity, equity, and inclusion of historically marginalized and underrepresented faculty in the new units.
- c. This document addresses the concerns that have been raised by faculty and binds us as a body to advocate for these points during the RCEP process.
  - d. We are being bold about core needs, but this is entirely consultation on our part.
  - e. Point 9 is fluff; we will consult with DAC to improve the language.
  - f. This is a document for advocacy; we will need to do a full analysis of our current funding and then advocate to administration when we know what we need to move forward.
  - g. This vote will bind the Faculty Council to advocate for these points in the consultation process; this is what the faculty feel we need to be successful.
  - h. The RCEP process doesn't require a vote of the full faculty to move forward; there will be an augmented Faculty Council that will vote.
  - i. We will walk through each point at the Faculty Meeting.
8. Ongoing Business: Teaching Faculty Reappointment Process
- a. Full Review vs. Non-Full Review
    1. SIAS full review goes beyond what is required in the Faculty Code for reappointment of Teaching Faculty.
    2. "Voting members . . . who are superior in academic rank or title . . . shall decide whether to recommend renewal or termination of the appointment.
    3. A review of resources and curricular need is done.
    4. Question: "Teaching professors must receive a full review during the first reappointment process that occurs after their competitive hire"?
    5. This process should also apply to teaching professors who have "not had a full review (or been promoted) in the last five years."
  - b. Required for Full Review:
    1. Appointment of a review committee
    2. 2–3 page narrative

3. Curricular Vitae
  4. Activity reports, regular conference, etc.
  5. Student teaching evaluations
  6. Peer review of teaching
  7. Syllabi
  8. Committee provides written recommendation
  9. Faculty senior in rank vote
  - c. Required for Non-Full Review:
    1. Curricular Vitae
    2. Activity reports, regular conference, etc.
    3. Student teaching evaluations
    4. Peer review of teaching
    5. Syllabi
    6. Letter from chair?
    7. Faculty senior in rank vote
  - d. That first review is to give feedback; the candidate receives the report from the committee.
  - e. This amendment would maintain the full review for the first reappointment.; motion by Ben Meiches and seconded by Libi Sundermann; all in favor.
9. Ongoing Business: Indirect Cost Recovery Policy
- a. What percentage to should we share back to the PI?
  - b. This is Class B legislation.
  - c. 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, copies/printing, transcription payments, etc. The PI may also use the 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."
  - d. 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. The funds are also needed to cover annual/monthly University fees such as Workday allocations and Technology Fees."
  - e. "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."

10. Ongoing Business: Faculty Salary Increase

- a. General consensus to go with the 4 percent across-the-board increase.
- b. Faculty Council to develop a formula for addressing inequities, including compression, in Autumn 2023 so that we are better positioned to respond to this situation in the future.

11. Updates & Announcements

- a. Part-Time Searches for Musicology and Psychology; CVs are available so that you can vote.

12. Agenda – June Faculty Meeting

- a. Structure Motion
- b. Teaching Faculty Reappointment Motion
- c. Indirect Cost Recovery Policy
- d. Search Plan

13. Adjournment

- a. The meeting was adjourned at 10:42.