

## Faculty Meeting

May 12, 2023, 1:30–3:00 pm

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

Phone: +1 253 215 8782

Meeting ID: 993 5995 3334

Attendance: See page 5

### Agenda

1. Land Acknowledgment
2. Approval of Minutes
3. Updates & Announcements
4. Faculty Salary Increase
5. Structure
6. Reports & Opportunity for Questions
7. As May Arise
8. Reading of the Votes
9. Adjourn

---

### Votes/Action Summary

1. Approve the April 14, 2023, Faculty Meeting Minutes as distributed. Motion introduced by Julie Masura and seconded by Luke Perone. There was no discussion. The motion passed. [Yes-47; No-0; Abstain-4]

---

### 1. Land Acknowledgment, Welcome, and Ground Rules.

- a. With a quorum present, Faculty Council Chair Bill Kunz called the meeting to order at 1:35 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 April 14, 2023, Faculty Meeting Minutes as distributed. Motion introduced by Julie Masura and seconded by Luke Perone. There was no discussion. The motion passed. [Yes-47; No-0; Abstain-4]

### 3. Updates & Announcements.

- a. **Committees & Councils.**
  1. Faculty Assembly Executive Council: Mary Hanneman (3-year term); there is still one vacant position.
  2. Academic Policy & Curriculum Committee: Julie Masura (3-year term)
  3. Appointment, Promotion, & Tenure Committee: Katie Baird (1-year term)
  4. Faculty Council: We still need a Vice Chair for 2023–24, who will become Chair in 2024–25.
- b. **Indirect Cost Recovery Allocation**
  1. Faculty Council is drafting a policy with a percentage allocated to the PI.
- c. **Reappointment Process for Teaching Faculty**
  1. The process was outlined with the EVCAA.
  2. Faculty Council is exploring the elimination of the full review.

d. **Faculty Offices**

1. We have seven new faculty members starting next year and only one vacant office.
2. There is no SIAS policy on the allocation of offices.
3. There is no UW Tacoma policy on allocation of offices.
4. We currently have 4 offices set up to be shared.
5. Questions: Should we have a SIAS policy without a UW Tacoma policy? What about faculty that teach strictly online? What about offices that are being used for storage?

e. **Academic Advising Assignments**

1. Welcome to the new advisors! And thanks to Karin, Toni, and BethAnn for getting us through this tough period!
2. Karin Dalesky: Majors in SBHS
3. Toni Woodman: Majors in Environmental and Biomedical Sciences
4. Ricky Chon: Majors in CAC
5. June Parra: Majors in SHS and SBHS
6. Tracy Pitt: Majors in Environmental and Biomedical Sciences
7. Shelli Veal: Majors in Math, Environmental Sustainability, and PPPA

**4. Faculty Salary Increases**

- a. Basic Framework: Deans and Chancellors of each school/college/campus can choose one of two options for pay raises this year:
- b. Option A: A 4 percent across-the-board increase for all “meritorious” faculty.
- c. Option B: A 3 percent across-the-board increase for all “meritorious” faculty plus a 1 percent “unit adjustment” pool; For option B, many faculty would receive a 3 percent increase and some faculty would receive a total increase of 3.5 to 13 percent based on performance or salary inequity (including compression).
- d. Faculty Council is discussing the options; we do have some flexibility with Option B.
- e. Initial discussions have noted that inflation is at 8 percent, well above the 4 percent increase.
- f. There are no SIAS policies and/or processes for addressing salary inequities and/or compression and we won’t get any support from campus administration.
- g. Faculty Council and the Dean are leaning toward the 4 percent across-the-board increase for this year and to develop a formula to be used next year to address inequities and compression.
- h. We need to make a commitment to come up with a policy because percentage increases are not equitable and make compression issues worse.
- i. Please share your thoughts with your Faculty Council reps.

**5. Structure**

- a. The listening sessions have been very valuable; there have been a wide range of ideas, with some faculty wanting to stay as we are and others asking whether we should break up into five separate schools.
- b. We are still getting feedback from the affinity groups; the Dean’s office and Faculty Council leadership did not attend the affinity group meetings.
- c. There is strong provisional faculty support to move forward with restructuring, as well as strong support from the staff, but a lot of questions remain.
- d. RCEP: Reorganization, Consolidation, and Elimination Procedures from the Faculty Code:
  1. **Who initiates a RCEP?** If the proposed action is the reorganize, consolidate, or eliminate one or more “programs” within a single school, college, or campus, the **RCEP is initiated by a Dean or Chancellor**. This request must come from a direct report to the Provost. If the proposed action is to reorganize, consolidate, or

eliminate one or more schools or colleges or campuses, the RCEP is initiated by the Provost.

2. **How does a RCEP get started/initiated?** In keeping with the intended spirit of collegial dialogue and consultation, **any RCEP proposal should be developed through discussions with the affected program faculty and administrator(s) and appropriate faculty advisory committees.** If the proposed action will occur within a school, college, or campus (i.e., a program-level RCEP), **the Dean or Chancellor is required to consult with the unit's Elected Faculty Council, and then request authority from the Provost to initiate a formal RCEP procedure.**
3. This request must come from a direct report to the Provost. The **Provost considers that request in consultation with Senate Committee on Planning and Budgeting.** The Provost contacts the chair of the SCPB to place the matter on an upcoming **SCPB agenda.**
4. It is suggested that **preliminary discussions about the proposed action occur with the Secretary of the Faculty and the SCPB chair,** as well as staff in the Provost's office. These individuals can provide guidance on the RCEP process and preparing the proposal to bring to SCPB.
5. The Provost initiates a full review; then an External Faculty Committee is created to form independent conclusions regarding the arguments and evidence supporting the proposed action and to ensure that the recommendations of the elected Faculty Council and of the Dean or Chancellor are based on a process that was fair, thorough, impartial, and consistent in its use of appropriate criteria and materials; the External Faculty Committee becomes part of the **Augmented Faculty Council where there will be a formal vote.**
6. The Dean or Chancellor communicates to affected faculty and convenes a **meeting with faculty** at least five days before any public announcement; the intention of the Dean or Chancellor is announced within 30 instructional days of formation of an External Review Committee; the Faculty Senate Chair appoints a Review Committee to hold **meetings to invite public comment** and then provides a written recommendation.
7. The Augmented Faculty Council needs student representation.
8. **How long does the process take after it gets going?** Each step requires a specific number of days so the process is usually 6 to 9 months long.

e. ***Working Framework***

1. Basic Ideas: 3 or 4 Divisions with Appointment; Units built around curriculum / fields of study; Delegation of authority / autonomy to Divisions; Create Center for Interdisciplinarity; Contingent upon resources.
2. Resources needed: Training for Divisional leadership (chairs, etc.); Buyouts for chairs and vice chairs and /or major coordinators; Permanent funding for structure.
3. To create an Interdisciplinary Center for Social Justice / Creative Arts would likely need fundraising.
4. Vice Chair Ben Meiches drafted a motion with the goal of bringing it to the faculty for a vote at the June Faculty Meeting: "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: . . ."

f. ***Dean Eschenbaum***

1. This vision is a collection of everything I've heard, because IAS is all of you.

2. We've been talking about structure all year and I want to share where I am in my thought process.
3. Thanks to Bill and Ben for their leadership this year; thankful for prior task forces as well; hopeful that this is the end of the beginning of this process, but there is so much more to do.
4. I'm very aware that many of you are weary of this conversation, but it's been necessary because of Covid, new faculty, and administration changes.
5. We have robust shared governance here and need to work together collectively and creatively.
6. First, concerns about workload may be reason enough to restructure; there are concerns that the workload will actually increase because right now there are too many merit cases (over 100) to realistically review with the care that is expected; this task will go from an impossible task to a daunting task as you'll be reviewing files of those close to you; some faculty have been recusing themselves, which is not ok.
7. The survey results and conversations were interesting about the number of divisions; some want small, but many divisions, but the majority are leaning toward 3 or 4 divisions and either 3 or 4 could work.
8. Three divisions seem the easiest: humanities, sciences, and social sciences, but there are concerns about what's more forward thinking and what makes the most sense for the curriculum.
9. I'm leaning toward 4 divisions because it better answers workload concerns and that way the change doesn't fall solely to smaller divisions; 4 also gives us more room for growth.
10. The divisions should be designed around curriculum primarily around majors, but we don't want to increase inequities; they should be the tenure home, but joint appointments should be possible.
11. We want to do what makes the most sense for students and be forward-thinking because there will be a lot of change in the future as UWT is expected to grow from 5,000 to 10,000 students.
12. We want to have disciplinary affinity in the divisions and ideally have a good number of faculty in different ranks in each division, but it doesn't have to be completely even.
13. There are many concerns about resources as we've been asked to keep the proposal budget neutral, but I can argue for additional resources (and the EVCAA agrees), if we can demonstrate that we need additional funds; We need to keep in mind that resources at the campus and university level are static, but we may be under resourced compared to other schools at UWT.
14. Our interdisciplinarity is important and we need to do more, including creating a space or center for interdisciplinarity where we could have co-teaching, develop new curriculum, etc.; we need to show a commitment to this with a director position for writing grants etc.
15. We aren't in a budget crisis in spite of the budget cuts, but there are things that we can do better; we are working on tightening up curriculum offerings and rearranging what we currently have; we may not need 3 associate deans or we may want major coordinators instead of vice chairs in divisions, depending on curriculum shifts.
16. The EVCAA has offered resources for professional trainings for things crucial to an institution, such as trainings for chairs as they take on a more traditional chair roles.

**g. Questions / Comments**

1. It's clear from the survey that larger divisions feel safer to BIPOC faculty.

2. It's refreshing to hear how thoughtful this process has been. Is there a way to build in growth or will we have to go through the RCEP process again eventually? We need to realize that this will not be a permanent structure as UWT grows.
3. Could there be restructuring with parts of SIAS combining with other schools, like Urban Studies? The EVCAA was open to that discussion.
4. SET is having conversations like ours about creating divisions with more authority because they have the same workload concerns.
5. **Next steps:** Bill and Ben will set up a meeting with the Secretary of the Faculty and talk to the Faculty Chair of the Senate on Budgeting before bringing the motion to the full faculty at the June Faculty Meeting.

## **6. Reports & Opportunity for Questions**

- a. Executive Council Summary sent today from Jenny Xiao, as well as the Academic Planning Policy Draft (Version 3) sent May 3, 2023.

## **7. As May Arise.**

## **8. Reading of the Votes.**

- a. Ben Meiches read aloud the roll call of the votes for the May 12, 2023, SIAS Faculty Meeting.

## **9. Adjourn.**

- a. The meeting adjourned at 2:57 pm.

### **Faculty Attendance (total attendance: 81)**

Ahn, Ji-Hyun  
 Alcaide Ramirez, Dolores  
 Bandes B. Weingarden, Maria-Tania  
 Barnes, Gordon  
 Bayer, Ellen  
 Beasley, Chris  
 Blair, Nicole  
 Budge, Tyler  
 Burghart, William  
 Cardinal, Alison  
 Casas, Ruben  
 Chaffee, Leighann  
 Chamberlain, Ed  
 Chavez, Sarah  
 Clarke Dillman, Joanne  
 Cline, EC  
 Compson, Jane  
 Coon, David  
 Dancis, Julia  
 Davis, Jeremy  
 De la Cruz, Sonia  
 De Veritch Woodside, Vanessa  
 Demaske, Chris  
 Dinglasan-Panlilio, Joyce  
 Eccleston, Sara  
 Erickson, Ander  
 Eschenbaum, Natalie

Forman, Michael  
 Gardell, Alison  
 Gawel, Jim  
 Groat Carmona, Anna Maria  
 Hanneman, Mary  
 Harvey, Matthew  
 Heinz, Morgan  
 Heller, Jutta  
 Hershberg, Rachel  
 Horak, Peter  
 Jones, Ever  
 Khalil, Sana  
 Kim, Kelly  
 Krayenbuhl, Pamela  
 Kula, Michael  
 Kunz, Bill  
 Laux-Bachand, LeAnne  
 Lee, Hyoung  
 Lee, Jeong-Ah  
 Li, Jonah  
 Lovász, Anna  
 Ma, Eva  
 Machine, Augie  
 Martens, Jacob  
 Masura, Julie  
 Meiches, Ben  
 Miller, Alex  
 Miller, Danica

Miura, Cassie  
Modarres, Andrea  
Moore, Ellen  
Myers Baran, Jennifer  
Nguyen, Annie  
Nicoletta, Julie  
Nutter, Alex  
Pan, Yixuan  
Perone, Luke  
Quinn, Jennifer  
Rayermann, Scott  
Rose, Emma  
Ross, Steve  
Sesko, Amanda  
Sharkey, Emmett  
Shatunova, Olga  
Skipper, Haley  
Sun, Huatong  
Sundermann, Libi  
Than, Duong  
Thuma, Emily  
Ugur, Etga  
Velasquez, Tanya

West, Carolyn  
Williams, Charles  
Xiao, Jenny

**SIAS Staff (total attendance: 13)**

Asplund, Jessica  
Chon, Ricky  
Dorn, Erin  
Holcomb, Anna  
Hoover, BethAnn  
Jones, Kathleen  
Kissoondyal, Jon  
Parra, June  
Pitt, Tracy  
Strom, Amanda  
Tolentino, Karl  
Veal, Shelli  
Woodman, Toni

**Unknown (total attendance: 3)**

1-203-988-3011  
1-206-280-5873  
1-505-414-9009