

Faculty Council Meeting

October 10, 2023 – 11:00 am–12:00 pm

WCG 322 or Zoom: <https://washington.zoom.us/j/97666438717>

MINUTES

Faculty Council Member	Capacity	Present (P), Absent (A), or Recusal (X) ¹
Ben Meiches	Faculty Council Chair	P
LeAnne Laux-Bachand	Vice Chair	P
Cassie Miura	CAC Representative	P
Jane Compson	PPPA Representative	P
304451Haley Skipper	SAM Representative	P
Leighann Chaffee	SBHS Representative	P
Tanya Velasquez	SHS Representative	P
Scott Rayermann	Lecturer at Large (SAM)	A
Anna Groat-Carmona	Dean's Diversity Advisory Council representative (SAM)	P
Ex-Officio Members	Capacity	(P), (A), or (X)
Natalie Eschenbaum	Dean	A
Hyoung Suk Lee	Chair, Committee of Chairs	P
Kathleen Pike Jones	Assistant to the Dean	P
Non-Member Participant	Capacity	(P), (A), or (X)
Jessica Asplund	Director of Academic and Finance Operations	A
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	A

AGENDA

1. Introductions, Ground Rules, Land Acknowledgment (2 min)
2. Consent Agenda: Minutes (1 min)
3. Search Waiver Process (15 min)
4. Hiring Proposal Feedback (10 min)
5. RCEP Proposal Feedback (45 min)
6. Faculty Meeting Agenda (5 min)
7. Updates/For the Good of the Order (2 min)
8. Adjourn

1. Introductions, Ground Rules, Land Acknowledgment

- a. Faculty Council Vice Chair LeAnne Laux-Bachand called the meeting to order and the council took a moment to reflect on the SIAS Land Acknowledgment and Ground Rules before beginning the business of the meeting.

2. Consent agenda

- a. No objections to the agenda.
- b. No objections to the minutes.

3. Search Waiver Process

- a. Search waivers are usually processed very quickly, but we have time to think about the process for hiring a Research Assistant Professor in Environmental Science.
 - b. Faculty Council wants to draft a policy for how we deal with waivers in non-emergency situations; waivers are used for spousal, critical hire/team, funding, and special expertise hires.
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- c. SIAS doesn't have a process in place for non-spousal search waivers. Does Faculty Council want to consider how we do spousal hires? We need to be careful because most of the non-spousal situations can be more involved.
- d. The Research Assistant Professor position was put on the search plan because we have someone in Urban Waters that has soft money funding. With a search waiver you don't have to advertise for the position; AHR is on board to help us through the process. This position will not be teaching, but will be mentoring students.
- e. What does faculty want from the candidate? CV, research presentation, history of mentorship, and diversity statement.
- f. Jeremy will draft the policy and bring it back to Faculty Council for further discussion.

4. Hiring Proposal Process

- a. AY 22–23 timeline: 1/12—Timeline and expectations to SLT; 1/27—Chairs submit draft proposal to faculty; 2/3—Feedback from faculty at SIAS meeting; 2/9—SLT discussion of draft proposals; 2/15—Final drafts submitted to faculty; 2/22—Faculty Council discussion and priority vote; 2/28—Dean's Office Team discussion and final prioritization.
- b. In Ben's discussions with UW Seattle this past summer, he learned that UWS departments formulate their hiring plans much earlier because of challenges with the provost's office timelines, which allows more substantive room for faculty to weigh in than in our current process.
- c. Do we want to ask divisions to formulate search requests earlier to build in more time for faculty deliberation?
- d. AHR wants us to have searches in Interfolio by 11/1, but the provost's office doesn't look at next year's search plan until this year's plan for all of UWT is completed; AHR is trying to get everyone moving sooner.
- e. Ben moves that the timeline for hiring be started 12/15 with the prioritization from Faculty Council to the chairs at the same time; Jane seconds; all in favor.

5. RCEP Proposal Updates

- a. Faculty Council Chair and/or Vice Chair have met with: Staff (10/5), CAC (10/6), PPPA (10/6), Environmental Science core faculty (10/9), DAC (10/9); Meetings scheduled: SBHS (10/11), new faculty (10/12), EGL (10/13), Environmental Science full faculty (10/16), SAM (10/18).
- b. Major Points of Feedback—Center
 - 1. Is the Center underfunded/under supported in the current model?
 - 2. The Center seems too vague and/or organized around too loose a theme.
 - 3. What about the role of the arts in the Center given that this was in the faculty resolution?
 - 4. Is the Center like MAIS 2.0 and set up to not be supported by faculty?
 - 5. Difficulty of securing external funding based on this theme.
 - 6. Good to have a Center to address "wicked problems," but should be more explicit.
 - 7. Director's duties and Center's function should be more clearly defined especially support of research/scholarship.
 - 8. How was curriculum allocated to the Center? Tenure/contract homes vs. Social Justice/Climate Change themes.
 - 9. Environmental Science core faculty support moving environmental science to SAM where it makes more administrative and curricular sense.
- c. Major Points of Feedback—Four Versus Three Departments
 - 1. Three creates inequitable workload in reallocating administration of units.
 - 2. Why undermine units that already have strong identity, cohesion, and dedication to their curriculum?

3. Three artificially combines divisions that currently don't have any collaborative scholarship, teaching, or service; it looks administratively clean, but is functionally a mess.
- d. Other Points of Feedback
 1. Did we consider things beyond the number of faculty, rank of faculty, etc. especially for programs pulling weight for campus (writing studies, core support, etc.)?
 2. Should DAC be written more directly into the RCEP?
 3. Staff generally very supportive of this move; think that Environmental Science should be in SAM, but EGL and other programs are fine in the Center.
 4. Historic failure of SIAS to honor course releases.
 5. Should Faculty Council Chair and Vice Chair come from different departments to prevent one department dominating the agenda?
- e. Departments/Center Models
 1. We looked at four models with three and four departments and with curriculum in and out of the Center.
 2. We developed funding models for each plan.
 3. There is the problem of the 30K foot view of curriculum.
 4. We should feel empowered to explore changes to both items in the RCEP if we think that's the right direction based on faculty feedback.
- f. Four Models Discussed over the Summer
 1. Three Departments + Center (ES/EGL/IAS)
 2. Three Departments + Center (no curriculum)
 3. Four Departments + Center (ES/EGL/IAS)
 4. Four Departments + Center (no curriculum)
 5. The Four Departments:
 - a. Culture, Arts, and Humanities
 - b. Natural Sciences and Mathematics
 - c. Politics, Economics, and Social Inquiry
 - d. Social and Behavioral Sciences
- g. Funding for Departments
 1. Four Departments: Max Course Release Cost: \$209,000; Admin Salary Cost: \$172,050; Additional admin support: \$19,800.
 2. Three Departments: Max Course Release Cost: \$192,500; Admin Salary Cost: \$158,900; Additional admin support: \$32,950.
- h. Asks Not Yet in the RCEP (for Chancellor and EVCAA)
 1. Chair compensation (addressing compression)
 2. Return of STF with distribution to departments
 3. Resources for the heavy burden of cross-campus teaching places on SIAS
 4. Reconsider "negative subsidy" place on SIAS for other UWT Schools
 5. Chairs play more substantive role in Academic Affairs discussions
- i. Faculty Council will make amendments by vote on 10/17; send the newly amended draft to the faculty for discussion on 10/20.
- j. We can't let personnel issues determine the structure of SIAS.
- k. Some faculty find the historically underrepresented faculty section of the RCEP proposal disingenuous and that it will further marginalize faculty of color.

6. Faculty Meeting Agenda

- a. Minutes
- b. ICC Bylaws Amendment (20 min)
- c. RCEP Report Presentation and Discussion (15 min presentation / 45 min Q&A)
- d. Dean's Update on Strategic Priorities (15 min)
- e. Updates from Faculty Affairs, Dean's Office, Faculty Senate, Executive Committee

7. Updates/For the Good of the Order

8. Adjournment

a. The meeting was adjourned at 12:02 pm.