

Faculty Council Meeting

September 26, 2023 – 11:00 am–12:20 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
Haley Skipper	SAM Representative	P
Leighann Chaffee	SBHS Representative	P
Tanya Velasquez	SHS Representative	P
Scott Rayermann	Lecturer at Large (SAM)	P
Anna Groat-Carmona	Dean's Diversity Advisory Council representative (SAM)	P
Ex-Officio Members	Capacity	(P), (A), or (X)
Natalie Eschenbaum	Dean	P
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	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. Introductions, Ground Rules, Land Acknowledgment (5 min)
2. Faculty Council Meeting Time (5 min)
3. Faculty Meeting Modality (5 min)
4. ICC Bylaws Revision (15 min)
5. Taskforce on Compression and Equity (15 min)
6. RCEP Proposal (30 min)
7. Overview of FC Agenda Items (2 min)
8. Updates/For the Good of the Order (1 min)
9. Adjourn

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1. Introductions, Ground Rules, Land Acknowledgment
 - a. Faculty Council Chair Ben Meiches 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 amendments to the agenda.
 3. Minutes
 - a. There were no objections to the minutes of the June 5, 2023 meeting.
 4. Faculty Council Meeting Time
 - a. Faculty Council will meet each week during Autumn quarter at 11am–12pm, but will be reduced to biweekly meetings after the RCEP proposal has been submitted.
 - b. The meeting on October 3, will be held from 12–1 pm due to a meeting with the Chancellor and EVCAA.
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5. Faculty Meeting Modality

- a. The default for the meeting will be in-person, but we will keep Zoom available for those who need it.
- b. There are concerns that we won't reach a quorum if we require in-person attendance.
- c. We should consider the staff support required for hybrid meetings.
- d. We are required to have a hybrid option for those who have registered accommodations; we will provide Zoom link to those who request it, but we will not ask why they need it.
- e. We need to keep the Chancellor's call for in-person meetings in mind, as well as the fact that staff are required to be on campus 4 days a week; there is no similar requirement for faculty, which is creating a deeper rift between staff and faculty. Faculty should be mindful of their privilege.
- f. OPMA requires an in-person option.
- g. Personnel meetings, which are not subject to OPMA, will remain completely virtual due to the requirement for quorum and the need for confidentiality.

6. ICC Bylaws Revision

- a. Following Libi Sundermann's report on ICC, it was suggested that the Chair of the Curriculum Committee does not necessarily need to be member of the Faculty Council. The ICC is a standing committee under Faculty Council and needs to have a member on the committee to provide quarterly reports, but they do not need to serve as Chair. As it is now, by the time the new Chair of ICC really understands the position, the year is almost over. ICC would be better served if the Chair was a faculty member who is really interested in curriculum.
- b. It would also help if the roles of the Chair, Associate Dean, and SIAS staff were better defined.
- c. The bylaws currently read: "The membership of the Curriculum Committee shall consist of the following academic Chairs or their designees. The Chair of the Curriculum Committee shall be a member of the Faculty Council, elected by the Council, to serve for a period of one year. The Dean or their designee, an academic advisor, and the Curriculum and Enrollment Manager or their designee shall serve as ex officio members of the Curriculum Committee."
- d. Proposed revision: "The Chair of the Curriculum Committee shall be a member of the senior faculty elected at large by the faculty for a two-year term. The other members of the committee shall include the divisional Chairs or their designees and a Faculty Council member elected by Faculty Council. The Dean or their designee, an academic advisor, and the Curriculum and Enrollment Manager or their designee shall serve as ex officio members of the Curriculum Committee. In the event of a vacancy in the Curriculum Committee Chair, the Chair of Faculty Council will serve as the interim Chair of the Curriculum Committee."
- e. Could an ex-officio member serve in the capacity of the FC member who is on ICC? The Chair of Chairs, currently Hyung, already attends both the Faculty Council and ICC meetings. Could the Chair of ICC make the quarterly reports to the Faculty Council?
- f. We will have a vote at a later Faculty Council meeting after we've redrafted the revision; then we will bring the proposed revision to the bylaws to the faculty at the October meeting; then have an election of the Chair. Libi can stay in the role until then or Ben could serve in the role until someone is elected.

7. Taskforce on Compression

- a. Most of the Faculty Council members were present last year for the discussions about the options we were given regarding raises; we had the choice between 4 percent overall or 3 percent and 1 percent to be used for compression.
 - b. At that time, we determined that we did not have a good way to figure out compression; Faculty Assembly had just given raises meant to address compression, but it was based on divisional data and did not address equity.
 - c. We want to create a taskforce to look at models that have been used elsewhere and create a model that we can use to address compression and equity.
 - d. We want the taskforce to do it's work during autumn quarter so that Faculty Council can review it during winter quarter, and be ready when merit materials are due at the beginning of spring quarter.
 - e. Katie Baird has agreed to chair the taskforce and Randy Nichols has agreed to serve on the taskforce; we need one or two more people, including someone who can view this with an equity lens.
 - f. We don't know if we will be given the same option for raises next year.
 - g. Is there a motion to create the taskforce to work on a model to address compression and equity issues in salaries? Jane Compson makes the motion and Haley Skipper seconds; unanimous approval.
8. RCEP Proposal
- a. When meeting with Chancellor and EVCAA in June, they asked where's the proposal?
 - b. The leaders of Faculty Council and Natalie met over the summer and looked at seven peer institutions to create this model; they also had additional meetings with SIAS staff.
 - c. What is in the proposal? The structure model/proposal should address the following: (Note: DU stands for Divisionalized Unit)
 1. How does the model ensure DUs are coherent in terms of curriculum and discipline? **A: Three departments roughly, Humanities, Social Sciences, and Natural Sciences/Mathematics.**
 2. How will workload equity be maintained between DUs in the new model? **A: Workload equity with similar sizes 46, 43, and 39, with relatively even senior faculty and resources.**
 3. How does the model ensure DUs have sufficient faculty at senior rank? **A: Nearly equal division of fulls.**
 4. How will resources, personnel, and faculty be distributed in DUs in the new structure? **A. Chairs receive the same resources with one program coordinator.**
 5. How will the process for merit and promotion work in the new structure? **A. Merit and promotion involve department evaluation and vote of senior faculty + chair letter.**
 6. How will the curriculum be updated and managed in the new structure? **A: Proposal moves most curriculum to department supervision with three interdisciplinary majors to the Center. ICC is a future concern.**
 7. How will scheduling occur in the new structure? **A. Scheduling will be done by departments in consultation with the Dean.**
 8. How will hiring personnel processes occur in the new structure? **A. Part time hires at department level, full time follows standard process: departments > Dean > EVCAA > Provost.**
 9. How will faculty be assigned to DUs when they are initially created? **A. Field association and curriculum were the two criteria used to assign faculty to departments.**

10. Will faculty be able to have joint appointments at the time of the creation of the DUs? **A: Joint appointments are possible—we will create a separate form to consult with faculty.**
 11. What mechanisms will be available to faculty to move from one DU to another, if they choose to do so, after the new structure is in place? **A. Only formal transition of contract/tenure home—form will be created for movement prior to change.**
 12. What mechanisms will the new structure include to help ensure faculty that teach in majors housed in a different DU will continue to have voice in the management of the curriculum?
 13. What other mechanisms does the new structure put in place to manage curriculum across divisions? **A for 12 & 13: The Center will support interdisciplinary majors; Faculty Council policy requires that affected faculty be present even if they are non-voting.**
 14. How will the new structure support/protect minoritized and underrepresented faculty since they are now in smaller DUs with fewer colleagues from similar backgrounds/social positions? **1)AD EI; 2) DAC remains; 3) grants; and 4) training.**
 15. How will the new structure help to produce a welcoming space and promote diversity, equity, and inclusion? **A: Shift of focus of Center; stronger leadership preparation.**
 16. What will the institutions of faculty governance (FC/SL) look like in the new structure? **A: Faculty Council remains as policymaking body with two reps from each department, a DAC rep, and Chair/Vice Chair. Faculty will still have a veto mechanism. Shared Leadership remains, but it is consultative.**
 17. What role will the Associate Deans have in the new structure? **A. 1) Facilitates operations and 2) Equity and Inclusion for SIAS.**
 18. Are there unique efficiencies we will get because of the new structure? **A. Much less merit review workload, better reviews, greater opportunities for faculty pursuing different projects (transition to ABB).**
 19. How will we preserve programs/divisions that currently have distinct, unified missions, values, and curriculum when we adopt a new structure? **A. Development of a transition plan.**
 20. How will we continue or more meaningfully build opportunities for interdisciplinarity into the new structure? (Co-teaching, cross divisional collaboration raised as possibilities?) **A. Center for Interdisciplinarity—Chair gets releases, staff support, stipend, and will be raising funds.**
 21. What are the powers, responsibilities, compensation, and workload of the Chairs going to be in the new structure? **A. Chairs get all powers identified in Executive Order 1—compensation: teach one course per year, two months summer salary, and \$350 stipend.**
 22. How will programs anchored surrounding mentorship, collective funds (STF), and dispute process change in the new structure? **A. Movement of operational budgets to division, STF largely gone due to budget cuts, Faculty Council management as central advisory body to Dean's office.**
- d. Moving forward:
1. Ben will send the RCEP proposal to all faculty and staff later today.
 2. Meeting scheduled with the Chancellor and EVCAA next week.

3. Faculty Council members should consult with their divisions; Faculty Council will make edits and revisions to the proposal before bringing the proposal to the full faculty for Q&A on October 20.
 4. There will be a form for divisional unit changes with a due date of November 10; we have guidelines on how we will make those decisions.
 5. There will be debate and a Faculty Council vote on November 14.
 6. We are as well prepared as possible; the Chancellor has spoken to the new Provost about the proposal, so they are expecting it.
- e. Misc:
1. Spanish Language and Cultures needs to be corrected throughout the document.
 2. There are still questions about the Center for Interdisciplinarity.
 - a. Nothing about the Center is set in stone, but we need to represent what the faculty want and have the EGL, environmental sustainability, and IAS majors housed in the Center.
 - b. We will need to have collective conversations about the Center and possibly a taskforce, but we should keep in mind that this is all advisory to the Chancellor.
 - c. Ben calls for a vote in favor the messaging and action plan; all in favor.
9. Overview of Faculty Council Agenda Items
- a. We will use a Google doc to build the agenda going forward.
10. Updates/For the Good of the Order
- a. None.
11. Adjourn.
- a. The meeting was adjourned at 12:31 pm.