

## Faculty Council Meeting

December 12, 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) <sup>1</sup>
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
Jenny Xiao	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	A
Vanessa de Veritch Woodside	Associate Dean of Equity & Inclusion	P

### AGENDA

1. Introductions, Ground Rules, Land Acknowledgment (2 min)
2. Consent Agenda: Minutes (1 min)
3. Search Waiver (30 min)
4. TIAS Seminar Credits (20 min)
5. Updates/For the Good of the Order (7 min)
6. 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 objections to the agenda.
- b. No objections to the minutes of the December 5, 2023 meeting.
- c. No objections to the ICC agenda.

#### 3. Search Waiver–Proposed Process

- a. Jeremy has drafted a process for Faculty Council to review; this applies to all searches including spousal hires; the preamble addresses funding needs.
  1. A committee of three faculty with expertise related to the proposed role will be formed by the Dean or their designee in consultation with the Chair of the division in which the proposed faculty will be associated. A committee chair will be appointed from the committee members.

2. The committee chair will collect from the candidate the following materials: a. CV; b. A two-page statement describing how their teaching, service, and/or scholarship have supported the success of first generation and/or students from racial, ethnic, and gender backgrounds underrepresented in the academic field; c. At least one artifact (a publication, grant proposal, syllabus, etc.) that reflects their work; and d. Three letters of recommendation.
  3. The committee chair will also organize presentation(s) (research or teaching, as appropriate; online or in-person) by the candidate open to the SIAS faculty.
    - a. We should spell out that teaching professors do a teaching presentation, research professors do a research presentation, and tenure track do both presentations.
  4. The committee will prepare a report and recommendation based on the submitted material and presentation. This should be shared with the voting faculty three days before a regular or special meeting.
  5. A vote will be held online for three business days.
  6. The committee report and faculty vote count will be submitted with the search waiver application.
- b. There is concern that the timeline is too slow.
  - c. We could move items 1, 2 and 3 around and have the Dean's Office proceed, if necessary for expediency.
  - d. We will need to rewrite many of our policies, including this one, when we restructure.
  - e. Jeremy will make changes and Faculty Council will discuss again in January.

#### 4. TIAS Seminar Credits

- a. This policy was distributed to all faculty after being brought to Faculty Council.
- b. The policy was discussed at Shared Leadership and was thought to be appropriate.
- c. This is the same process that we've been following since 2014 but, in some cases, chairs weren't aware and didn't follow the process.
- d. Faculty perceptions:
  1. In most cases, faculty contracts stipulate that they teach a number of courses and not a set number of credits or student credit hours requiring faculty to teach additional courses because the credit number is inconsistent with faculty contracts.
  2. The policy uses a student-credit-hour accounting method that uses the ceiling (full enrollment) as the benchmark in ways that are problematic.
  3. Compensation formula is a shift from prior SIAS practice.
  4. The IAS Seminar plays a key role in the IAS major, which this policy undermines.
- e. Faculty are occasionally assigned at the last minute, if there has been a course cancellation.
- f. It's designed for the IAS major and for students who need to take a certain number of credits to receive financial aid.
- g. We can take it to Shared Leadership to discuss standardizing the expectations of the course and create documentation for the different divisions; we should also rethink the role it has in the IAS major.
- h. We might need a broader list of courses that are 2 or 3 credits to meet the needs of our students.

#### 5. Updates/For the Good of the Order

- a. RCEP: We will revisit how to proceed with the discussion at the beginning of next quarter, including mechanisms for faculty to share multiple models; Ben will send documents with models presented during last Friday's faculty meeting later today.
- b. Compression and Equity Taskforce: They are still working on developing a formula to identify compression and equity; they have a couple of working proposals; ideally, they will be finished with their work in early Winter quarter to facilitate faculty discussion.

- c. Writing Subcommittee: Surveyed chairs and majors on current W assessment; ran numbers on the possibility of having a 24-student course cap for W courses; organized the all-faculty W discussion for January 4, 2024 at 12:30 pm; Director of Writing has reached out to the Dean about professional development funds for writing development.
- d. Scheduling: Tuesdays at lunch was the best window for next quarter's meetings; there is a conflict with the January 4th Writing Subcommittee meeting if we have our first meeting of the quarter on the 4th; this time doesn't work for Tanya so SHS may send a new rep.

#### 7. Adjournment

- a. The meeting was adjourned at 12:03 pm.