

**SIAS Faculty Meeting  
November 17, 2023, 12:30–2:30 pm  
Milgard Assembly Room, William Philip Hall**

*Attendance: See page 5*

**Agenda**

1. Introduction, Ground Rules, Land Acknowledgment, and Safety Briefing (4 min)
2. Consent Agenda: Proposed Minutes from the October 20, 2023 Faculty Meeting (1 min)
3. RCEP Breakout Discussion (15 min)
4. RCEP Report (20 min)
5. RCEP Discussion (75 min)
6. Updates: Faculty Council, Executive Council, Faculty Assembly, Faculty Senate (10 min)
7. Reading of the Votes
8. Adjourn

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**AMENDMENTS TO THE MINUTES ARE IN RED**

**Votes/Action Summary**

1. Approve the October 20, 2023, Faculty Meeting minutes as distributed. There were no objections and the minutes were accepted unanimously.
2. Motion: Randy Nichols made a motion that the votes not be read aloud at the end of the meeting **and that there is no editorializing regarding the vote**; seconded by Huatong Sun.
3. Motion: Ariana Ochoa Camacho made a motion to postpone the conversation regarding the reading of the votes; seconded by Katie Baird. **[Yes: 37; No: 44; Abstain: 10]**
4. Charles Williams moved to call the vote to not read the votes at the end of the meeting; seconded by Morgan Heinz. **[Yes: 83; No: 2; Abstain: 4]3044**
5. David Coon moved to **accept the RCEP proposal as presented** ~~discuss the RCEP Proposal~~; Jim Gawel seconded.
6. **As CAC faculty members were concerned about attending another meeting**, Luther Adams – Free Man of Color moved to adjourn the meeting; Sushil Oswal seconded; no discussion is allowed. **[Yes: 56; No: 6; Abstain: 5]**

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**1. Introductions, Ground Rules, Land Acknowledgment, and Safety Briefing.**

- a. With a quorum present, Faculty Council Chair Ben Meiches called the meeting to order at 12:35 and the group took a moment to reflect on the SIAS Ground Rules, Land Acknowledgment, and Safety Briefing before beginning the business of the faculty meeting.
- b. Dean Eschenbaum acknowledged that there are a lot of emotions coming into today's meeting; it is important to recognize the emotions within the boundaries of our guidelines.

**2. Consent Agenda: Approval of Minutes.**

- a. Approve the October 20, 2023, Faculty Meeting minutes as distributed. There were no objections and the minutes were accepted unanimously.

**3. RCEP Breakout Discussion.**

- a. Based on feedback from last session, we wanted to provide a window for group discussion before proceeding. The group broke up into small groups to discuss the RCEP.
  1. Discuss with people you may not know, especially those from different divisions.

2. Ask one person to record any essential questions shared by group members.
3. We will not be directly asking for these to be shared out right away, but we do think having them on hand for our discussion following the report will be useful.

#### **4. RCEP Report.**

- a. Big Picture Process—Last Year
  1. Subject of conversation in 7 full Faculty Meetings; subject of conversation in most Faculty Council meetings; subject of conversation in several DAC meetings; Dean, Faculty Council Chair/Vice Chair met with all five divisions; Dean, Faculty Council Chair/Vice Chair met with assistant professors, assistant teaching professors, associate professors, associate teaching professors, professors, and staff; affinity group meetings with feedback (no leadership presence): BIPOC, First Generation, LGBTQIAS2+, (Dis)ability, Religion/Spirituality, International, Community-engaged, Arts-based, Marginalized discipline(s), Social Justice/DEI-focused, and Visionaries, Dreamers, and Revolutionaries.
- b. Summer Quarter 2023: Dean, Faculty Council Chair, Faculty Council Vice Chair, and Vice Chair elect met to develop draft RCEP proposal; identified logistics and budgeting; contacted two UW Bothell departments, 12 UW Seattle departments, and several peer institution departments; considered four proposals; proposal sent to faculty and staff on September 26, 2023.
- c. Fall Quarter 2023: Faculty Council Chair and/or Vice Chair met or invited to discussion: Invitation to SHS (9/15); Invitation to SHS (9/26); Faculty Council votes in favor of a two-meeting process with consultation and departmental forms (9/26); Staff (10/5); CAC (10/6); PPPA (10/6); Environmental Sustainability Core faculty (10/9); DAC (10/9); SBHS (10/11); History major faculty (10/12); New faculty (10/12); EGL major faculty (10/13); Environmental Sustainability full faculty (10/16); SAM (10/18).
- d. Additional meetings in the last month: Invitation to SHS (10/23); Chancellor and EVCAA (10/25); Invitation to SHS (10/25); SBHS (10/27); PPPA (10/27); CAC (11/3); DAC (11/6); Faculty Council discussed RCEP at each session.
- e. Meeting with the Chancellor/EVCAA on 10/25:
  1. They were receptive to questions of university-wide inequity facing SIAS, e.g., negative subsidy, general education, writing, math, etc.
  2. Felt that we were in the ballpark on chair compensation with proposed size of units.
  3. Indicated that if we propose smaller units that chair compensation will likely be reduced according to the number of faculty, majors, and student credit hours (EVCAA decision).
  4. Departments and curriculum are entirely up to the faculty.
  5. There will be a follow up meeting with EVCAA on compensation on 11/19.
- f. Faculty Council Changes to the RCEP since 10/20:
  1. Maintained the three-department model.
  2. Placed the EGL major, AIS minor, and Latino Studies minor in CAC and the GSS minor in SSSI.
  3. Reintroduced the Teaching Professor-at-Large position on Faculty Council and Shared Leadership.
  4. Kept DAC the same (mentioned, but not in the bylaws) on Faculty Council and Shared Leadership.
  5. Changed the names of CAH and NSM to CAC and SAM respectively.
- g. Rationales for Three-Department Model
  1. Faculty voted at the October 20, 2023 meeting on a motion that Faculty Council should develop and present a Four-Department model. That vote was: Yes: 32; No: 23; Abstain: 10.

2. This constrained Faculty Council since developing the model would be contrary to a decision of the faculty.
  3. Faculty Council discussed that, by petition of 15 percent of the faculty from at least two divisions, it could reconsider, but that didn't happen.
  4. The Dean's office declined to prepare a separate Four-Department model.
  5. Two separate faculty have messaged with Four-Department proposals.
- h. Rationales for EGL and the Minors: Two Key Factors in this Decision:
1. The proposed SS department is being created with no existing administrative system, which means transitioning into the new structure will create a workload / administrative inequity; reducing the complexity of that challenge remedies that to an extent.
  2. Curricular alignment of EGL and the minors with CAC faculty was much stronger than SS.
- i. Major and Minor Data since 2019—Compiled by Dean's Office and Academic Advising
1. EGL Major: Full curriculum distribution of courses by instructor: 31 CAC, 6 PPPA, 1 SAM, 10 SBHS, 41 SHS; Core curriculum listings: 6 CAC, 1 SBHS, 16 SHS
  2. AIS Minor: Courses taught distribution by division: 6 CAC, 11 SHS; Current enrollment: 6
  3. GSS Minor: Courses taught distribution by division: 16 CAC, 1 PPPA, 1 SAM, 12 SBHS, 13 SHS; Current enrollment: 22
  4. Latino Studies Minor: Courses taught distribution by division: 16 CAC, 1 SBHS, 2 SHS; Current enrollment: 2
- j. The Raw Numbers
1. 433 total courses taught in EGL Major since 2019: 351 of those taught by full-time faculty; 165 or 47.0 percent taught by SHS faculty; 118 or 33.6 percent taught by CAC faculty; 47 or 13.4 percent taught by SBHS faculty; 20 or 5.7 percent taught by PPPA faculty, 1 or .28 percent taught by SAM faculty.
- k. EGL Required Courses
1. 68 courses taught by SHS instructors; 27 courses taught by CAC instructors; 3 courses taught by SBHS instructors; 1 course taught by PPPA or SAM.
- l. Teaching Faculty-at-Large
1. A bylaws change that can always be adjusted to err on the side of keeping this role (burden of proof it should change).
  2. Transition to departments may reduce the number of teaching faculty in any one unit, which means additional representation should be helpful.
  3. Need to continue considering this especially for non-voting faculty that are impacted by our decisions, but not represented (part-timers).
- m. DAC Rationale
1. DAC discussed potentially becoming a committee within the bylaws.
  2. DAC Chairs felt that there wasn't consensus and decided that DAC would continue conversation on its role so Faculty Council did not take action.
- n. CAC and SAM Name Change Rationale
1. They asked to keep their names as they are currently.
- o. Departmental Placement Form
1. Purpose was to ensure we didn't make arbitrary judgments about proposed faculty homes.
  2. Facilitate potential 'secondary appointments.'
  3. We received 11 requests, but 8 were in error. Only 3 requests, all for secondary appointments came in, and Faculty Council met in Executive Session to consider these and have already contacted the faculty regarding those deliberations.
  4. Led to a transparent proposal.

5. However, we can revisit this process if we amend/change proposal with respect to departments' curriculum.
- p. What Is the Status of the Departments in the Current Proposal?
  1. CAC: 46 faculty (5 full professors, 5 full teaching professors); 5 majors & 5 minors; 185 majors as of AY 23–24; 27,242 student credit hours in AY 22–23.
  2. SSSI: 36 faculty (5 full professors, 2 full teaching professors); 6 majors & 11 minors; 386 majors as of AY 23–24; 27,969 student credit hours in AY 22–23.
  3. SAM: 47 faculty (4 full professors, 3 full teaching professors); 4 majors & 5 minors; 350 majors as of AY 23–24; 27,840 student credit hours in AY 22–23.
- q. How to Proceed?
  1. Technically in Robert's Rules, discussion follows a motion and second on any item; Ben has just provided a committee report from Faculty Council on the RCEP.
  2. To be procedurally correct, we should have a motion and a second on the RCEP proposal; discussion would follow and any amendments would then occur in the process of that discussion.
  3. A motion does mean that we need to vote on the item before moving on to other business; however, we can always motion to postpone the RCEP.
- r. **Personal comments made by Faculty Council Chair Ben Meiches stating that he does not have the bandwidth to revise the RCEP proposal; that he took his course releases this quarter; there are health concerns in his family; he is committed to interdisciplinarity illustrated by his support of deceased colleague John Finke; and maybe we no longer want his leadership. [Submitted via email by Luther Adams – Free Man of Color; these comments are not in the notes taken at the meeting.]**

## 5. RCEP Discussion.

- a. Randy Nichols made a motion that the votes not be read aloud at the end of the meeting **and that there is no editorializing regarding the vote**; seconded by Huatong Sun.  
Discussion:
  1. Is this allowed because Faculty Meetings are Open Public Meetings?
  2. Is all that is needed the vote count?
  3. Reading out the names can have a chilling effect on the meeting.
  4. This creates an equity concern about accessibility.
- b. Ariana Ochoa Camacho made a motion to postpone the conversation regarding the reading of the votes; seconded by Katie Baird. **[Yes: 37; No: 44; Abstain: 10]**
- c. Charles Williams moved to call the vote to not read the votes at the end of the meeting; seconded by Morgan Heinz. **[Yes: 83; No: 2; Abstain: 4]**
- d. David Coon moved to **accept the RCEP proposal as presented** ~~discuss the RCEP Proposal~~; Jim Gawel seconded.  
Discussion:
  1. There is not enough information about the transition process and resources.
  2. We might need outside mediation.
  3. We will need leadership support for chairs and vice chairs.
  4. We aren't considering all of the previous task force recommendations; there have been decades of conversations about departmentalization.
  5. There are still questions about workload and equity.
  6. The personnel problems need to be addressed before we restructure.
  7. We need specific information about resource allocation.
  8. The problem of where to put EGL; first in the Center, then in SSSI, then in CAC, which doesn't want it even though they count those courses.
  9. The feedback you get from some doesn't represent everyone.

10. We do have a plan about resources, but we can't assign them until we know where the curriculum will live.
  11. **Why are we moving forward with restructuring before addressing climate issues? Upper leadership has said that** we have to figure out the structure before we can address the climate.
  12. These changes won't be comfortable for everyone, but some were feeling optimistic that it could lead to some enlivening of SIAS.
  13. Last year faculty wanted to move on this process and there has been an unprecedented amount of labor that has gone into this model.
  15. We should take a step back and look at our interdisciplinarity and how we could collaborate more.
- e. We could consider a motion to extend the meeting.
  - f. **As CAC faculty were concerned about attending another meeting,** Luther Adams – Free Man of Color moved to adjourn the meeting; Sushil Oswal seconded; no discussion is allowed. [**Yes: 56; No: 6; Abstain: 5**]

## 8. Updates.

- a. No updates were given as the meeting was adjourned.

## 7. Reading of the Votes.

- a. There was no reading of the votes.

## 8. Adjourn.

- a. The meeting adjourned at 2:38 pm.

## Faculty Attendance (total attendance: 103)

Adams, Luther - Free Man of Color	Davis, Jeremy
Ahn, Ji-Hyun	de Veritch Woodside, Vanessa
Alaei, Sarah	Demaske, Chris
An, Yajun	Dinglasan-Panlilio, Joyce
Baird, Katie	Eaton, Julia
Bandes Becerra Weingarden, Maria-Tania	Erickson, Ander
Barnes, Gordon	Eschenbaum, Natalie
Bartlett, Alan	Espina, Tabitha
Baughman, Hannah	Forman, Michael
Bayer, Ellen	Gardell, Alison
Beasley, Chris	Gawel, Jim
Becker, Bonnie	Greengrove, Cheryl
Blair, L. Nicole	Griesse, Margaret
Budge, Tyler	Hanneman, Mary
Burghardt, Willam (sabbatical)	Harvey, Matthew
Card, Ryan	Heery, Eliza
Cardinal, Alison	Heinz, Morgan
Cargill, Kima	Heller, Jutta
Casas, Rubén	Hershberg, Rachel
Chaffee, Leighann	Howson, Cynthia
Chavez, Sarah	Ignacio, Emily
Clarke Dillman, Joanne	Jolly, Natalie
Compson, Jane	Jones, Ever
Coon, David	Kennedy, Maureen
Dancis, Julia	Khalil, Sana

Kim, Kelly  
Koontz, Tom  
Krayenbuhl, Pamela  
Kula, Michael  
Kunz, Bill  
Laux-Bachand, LeAnne  
Lee, Hyoung Suk  
Lee, Jeong-Ah  
Li, Jonah  
Lovasz, Anna  
Ma, Eva  
Machine, Augustus  
Mallik, Bidisha  
Martens, Jacob  
Masura, Julie  
McMillin, Divya  
Meiches, Benjamin  
Miller, Alex  
Miller, Danica  
Miura, Cassie  
Modarres, Andrea  
Montgomery, Michelle  
Moore, Ellen  
Myers, Jennifer  
Nichols, Randy  
Nutter, Alexandra  
Ochoa Camacho, Ariana  
O'Donnell, Maeve

**UWT/SIAS Staff (total attendance: 10)**

Asplund, Jessica  
Breen, Sarah Davies  
Gadbois, Kathy  
Hoover, BethAnn304451  
Hendricks, Audrie  
Jones, Kathleen  
Kissoondyal, Jon  
Pitt, Tracy  
Storm, Amanda  
Tolentino, Karl

**Unknown: 4**

Oswal, Sushil  
Pan, Yixuan  
Perone, Luke  
Quinn, Jennifer  
Rayermann, Scott  
Raynor, Deirdre  
Reusch, Johann  
Rose, Emma  
Ross, Steve  
Sankaran, Saumya  
Selkin, Peter  
Sesko, Amanda  
Sharkey, Joe  
Shatunova, Olga  
Skipper, Haley  
Sun, Huatong  
Sundermann, Libi  
Than, Rita  
Thuma, Emily  
Vanderpool, Ruth  
Velasquez, Tanya  
Vincent, Jack  
West, Carolyn  
Williams, Charles  
Xiao, Jenny (Yi)