

SIAS Faculty Meeting
October 20, 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 June 2, 2023 Faculty Meeting (1 min)
 3. Announcement: Emergency Communication Plan (3 min)
 4. Personnel Delegation Vote (2 min)
 5. ICC (Curriculum Committee) Bylaws Amendment (20 min)
 6. RCEP Report Presentation (15 min)
 7. RCEP Discussion (45 min)
 8. Dean’s Update on Strategic Priorities (20 min)
 9. Updates: Faculty Council, Executive Council, Faculty Assembly, Faculty Senate (10 min)
 10. Reading of the Votes
 11. Adjourn
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Votes/Action Summary

1. Approve the June 2, 2023, Faculty Meeting minutes as distributed. There were no objections and the minutes were accepted unanimously.
 2. Motion: In accordance with Faculty Code 24-52C and 24-53A, SIAS faculty delegate authority of appointment and renewal of part time lecturers and affiliate faculty to Faculty Council for the 2023–24 academic year.
 - a. Motion made by Charles Williams and seconded by Alex Nutter; there was no discussion. **[Yes: 62; No: 0; Abstain: 2]**
 3. ICC Bylaws Amendment: Proposed amendment unanimously voted on by Faculty Council: “The Chair of the Curriculum Committee shall be a member of the faculty at the rank of associate or full 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. 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. The Chair of Chairs will serve as the Faculty Council representative to 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.” Motion in favor made by Julie Masura; Rita Than seconds. **[Yes: 72; No: 0; Abstain: 2]**
 4. Mary Hanneman makes a motion that Faculty Council present a four-department model for restructuring; Katie Baird seconds. **[Yes: 32; No: 23; Abstain: 10]**
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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 12:37 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.

2. Consent Agenda: Approval of Minutes.

- a. Approve the June 2, 2023, Faculty Meeting Minutes as distributed. There were no objections and the minutes were accepted unanimously.

3. Announcement: Emergency Communication Plan.

- a. Associate Dean Steve Ross shared the new SIAS Emergency Communication Plan Card.
- b. The QR code links to the SIAS Website, but it's not behind a wall so you don't have to log in to get access.
- c. The card is for immediate steps to address situations; the website has follow-up steps including who to contact and what we can do to support you.
- d. We will be adding additional resources after they are vetted by campus safety.
- e. Contact Steve if you have questions.

4. Personnel Delegation Vote.

- a. SIAS never constituted a personnel committee, so each year we need to vote to delegate authority to Faculty Council.
- b. MOTION: In accordance with Faculty Code 24-52C and 24-53A, SIAS faculty delegate authority of appointment and renewal of part time lecturers and affiliate faculty to Faculty Council for the 2023–24 academic year.
- c. Motion is made by Charles Williams and seconded by Alex Nutter; there was no discussion. [Yes: 62; No: 0; Abstain: 2]

5. ICC (Curriculum Committee) Bylaws Amendment.

- a. Last June, Faculty Council received the Interdisciplinary Curriculum Committee's final report, which included recommendations that:
 1. "Faculty Council should consider opening the role of ICC chair to faculty at large, rather than limiting to Faculty Council members."
 2. "Faculty Council should consider making the ICC chair term two years to provide more continuity and institutional knowledge on ICC."
- b. Rationale for change:
 1. Greater faculty voice in directing ICC;
 2. Addressing workload inequities that emerge in Faculty Council governance;
 3. Ensuring faculty with express interest in curriculum are supervising ICC activities;
 4. Developing stronger institutional knowledge of ICC and curricular processes.
- c. Current ICC Bylaws Language: "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 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 amendment unanimously voted on by Faculty Council: "The Chair of the Curriculum Committee shall be a member of the faculty at the rank of associate or full 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. 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. The Chair of Chairs will serve as the Faculty Council representative to the Curriculum Committee Chair, the Chair of Faculty Council will serve as the Interim Chair of the Curriculum Committee."
- e. Motion in favor made by Julie Masura; Rita Than seconds. [Yes: 72; No: 0; Abstain: 2]
- f. Thanks to Libi Sundermann for serving as ICC Chair last academic year.

6. RCEP (Really Cool Extralong Process) Report Presentation and Discussion.

- a. Proposal developed over the summer following faculty resolution on June 2, 2023, and meeting with the EVCAA and Chancellor.
- b. RCEP was distributed on September 26th, with the goal of having a complete draft of the proposal for faculty review by start of Autumn quarter; revised RCEP document sent **DATE**.
- c. Extensive discussions with Seattle, Bothell, peer institutions to develop a sense of expectations and structure of existing departments.
- d. Four models were considered for department/curriculum.
- e. Four models discussed over the summer:
 1. 3 Departments + Center (ES/EGL/IAS)
 2. 3 Departments + Center (no curriculum)
 3. 4 Departments + Center (ES/EGL/IAS)
 4. 4 Departments + Center (no curriculum)
- f. Four departments:
 1. Culture, Arts, and Humanities
 2. Natural Sciences and Mathematics
 3. Politics, Economics, and Social Inquiry
 4. Social and Behavioral Sciences
- g. RCEP Meetings — Fall Quarter: Faculty Council Chair and/or Vice Chair met with: Staff (10/5), CAC (10/6), PPPA (10/6), ES core faculty (10/9), DAC (10/9), SBHS (10/11), History major faculty (**DATE**), new faculty (10/12), EGL (10/13), ES full faculty (10/16), SAM (10/18)
- h. Major Points of Feedback:
 1. Problems with the Center as proposed from vantage point of curriculum and serving faculty goals.
 2. Significant debate over 3 or 4 departments and finding the balance between faculty autonomy and productive administrative models.
 3. Many other, smaller technical details.
- i. October 17th Faculty Council Amendments (based on feedback)
 1. Removed the Center from the proposal—this doesn't mean that the Center is dead, but without curriculum it doesn't have to be in the proposal.
 2. Placed Environmental Sustainability major & Sustainability minor with SAM/NSM.
 3. Placed IAS major with SSSI.
 4. Hasty discussion in favor of 3 over 4 department model.
 5. Provisionally placed EGL major and AIS, GSS, and Latino Studies minors in SSSI.
- j. What unresolved questions remain in the proposal?

Major questions:

 1. Three vs. four department model
 2. Where will the EGL major and three minors live?

Minor questions:

 1. Explicating role of DAC
 2. Teaching Faculty-at-Large representation
- k. How can we address this?
 1. Faculty meeting discussion today.
 2. Faculty Council discussion over the next few weeks.
 3. Potential discussion with faculty about the majors/minors and departments over the next few weeks as requested.

4. Goal is still to finalize vote on RCEP at the faculty meeting on November 17th.
5. RCEP could then theoretically conclude by end of the academic year.
- l. Meeting with EVCAA and Chancellor (10/25)
 - Other asks not currently in the proposal:
 1. Chair compensation (addressing compression)
 2. Return of STF with distribution to departments
 3. Resources for the heavy burden of cross-campus teaching placed on SIAS
 4. Reconsider “negative subsidy” place on SIAS for other UWT Schools
 5. Chairs play more substantive role in Academic Affairs discussions
- m. What major issues should faculty be aware of in this proposal?
 1. The extra layer of review this effectively creates in our processes relative to Seattle faculty and other faculty on our campus.
 2. The heavy transfer of responsibilities this creates to our chairs who will be managing much more than at the present.
 3. The importance of a transition plan.
 4. The difficulty of reversing the process both individually and collectively.
- n. The “Why” question?
 1. Reductions to workload and improvements in work quality in review in both merit and promotion and tenure.
 2. Improvements in terms of the autonomy of the departments to develop their own programming and scholastic activities.
 3. Reduction of meetings with only partial faculty engagement.
 4. Resolving large gaps in expertise that complicate some of our internal review processes.
 5. Faculty empowerment and voice.
- o. The EVCAA Andy Harris has agreed to provide leadership training for the chairs; Chadwick Allen at UW Seattle is eager to create a cohort model for the new chairs and have a year-long onboarding process.
- p. There has been quite a lot of talk about cross-listing courses or having affiliate faculty.
- q. With four department model there are two large divisions and two smaller divisions.
- r. Mary Hanneman makes a motion that Faculty Council present a four-department model; Katie Baird seconds. [Yes: 32; No: 23; Abstain: 10]

7. Dean’s Update on Strategic Priorities.

- a. UWT Strategic Priorities:
 1. Students: Advance student success academically, professionally, and personally.
 2. Communities: Partner in advancing strong and diverse communities.
 3. Scholarship: Expand and support a broad range of teaching, research & creative innovation.
 4. Equity: Promote and model inclusive excellence and social justice.
 5. Vitality: Build a thriving community that is welcoming and sustainable.
- b. SIAS Priorities:
 1. Students: Reconsider course caps; support high-impact undergraduate research initiatives; include student-facing staff in conversations about curriculum and scheduling
 2. Communities: Continue and further collaborations with community partners; reestablish community advisory board for SIAS; develop a calendar that highlights community events
 3. Scholarship: Reinstate teaching and scholarship funds; create more opportunities to share our scholarly work; offer SIAS writing space and support

4. Equity: Social media or website profiles on classes centering BIPOC and URM communities; host faculty/staff affinity group gatherings; better equity in workload sharing
5. Vitality: Restructure; host random silly events for stress relief; develop an intersectional reading/lecture series

8. Updates.

- a. Faculty Council: Constituted a taskforce on Compression and Equity in Merit-based Salary Allocation with the broad goals of identifying a methodology for addressing compression and equity in salary allocation for SIAS. Members: Katie Baird, chair; Randy Nichols; Rita Than, and Vanessa de Veritch Woodside.
- b. Executive Committee (Jenny Xiao and Sushil Oswal): They have had two meetings so far; update on enrollment: we are down 24 students overall, but graduate enrollment is up; there will not be a unit adjustment this year for merit; currently recruiting faculty members to work on APT taskforce.
- c. Faculty Senate (Rubén Casas): Initiated a review of proposed revisions to the Code with respect to the tenure requirement for the Secretary of the Faculty; received a “budget education” from the Office of Budget and Planning and Office of Academic Personnel in response to mounting concerns about faculty salaries and compensation. The slides/report are available on request.
- d. Faculty Affairs (Maria Tania Bandes Becerra Weingarden): no report.

7. Reading of the Votes.

- a. Ben Meiches read aloud the roll call of the votes for the October 20, 2023, SIAS Faculty Meeting.

8. Adjourn.

- a. The meeting adjourned at 2:34 pm.

Faculty Attendance (total attendance: 86)

Adams, Luther	Forman, Michael
Baird, Katie	Gardell, Alison
Bandes Becerra Weingarden, Maria-Tania	Gawel, Jim
Barnes, Gordon	Greengrove, Cheryl
Baughman, Hannah	Griesse, Margaret
Blair, L. Nicole	Hanneman, Mary
Budge, Tyler	Harvey, Matthew
Card, Ryan	Heery, Eliza
Casas, Rubén	Heinz, Morgan
Chaffee, Leighann	Heller, Jutta
Chamberlain, Ed	Hershberg, Rachel
Chavez, Sarah	Horak, Peter
Compson, Jane	Howson, Cynthia
Coon, David	Ignacio, Emily
Davis, Jeremy	Jones, Ever
De La Cruz, Sonia	Kennedy, Maureen
de Veritch Woodside, Vanessa	Khalil, Sana
Dinglasan-Panlilio, Joyce	Koontz, Tom
Eaton, Julia	Krayenbuhl, Pamela
Erickson, Ander	Kula, Michael
Eschenbaum, Natalie	Kunz, Bill
Espina, Tabitha	Laux-Bachand, LeAnne

Lee, Hyoung Suk
Lee, Jeong-Ah
Li, Jonah
Lovasz, Anna
Ma, Eva
Machine, Augustus
Martens, Jacob
Masura, Julie
Meiches, Benjamin
Miller, Alex
Miller, Danica
Miura, Cassie
Modarres, Andrea
Montgomery, Michelle
Moore, Ellen
Murphy, Laura
Myers, Jennifer
Nichols, Randy
Nutter, Alexandra
Ochoa Camacho, Ariana
O'Donnell, Maeve
Oswal, Sushil
Perone, Luke
Quinn, Jennifer
Rayermann, Scott
Reusch, Johann
Rose, Emma
Ross, Steve
Sharkey, Joe
Shatunova, Olga
Skipper, Haley
Sun, Huatong
Sundermann, Libi
Than, Rita
Tou, Erik
Ugur, Etga
Vanderpool, Ruth
Velasquez, Tanya
Vincent, Jack
West, Carolyn
Williams, Charles
Xiao, Jenny (Yi)

SIAS Staff (total attendance: 8)

Asplund, Jessica
Gadbois, Kathy
Hoover, BethAnn
Hendricks, Audrie
Jones, Kathleen
Kissoondyal, Jon
Storm, Amanda
Tolentino, Karl