

**SIAS Faculty Meeting**  
**January 12, 2024, 12:30–2:30 pm**  
**Milgard Assembly Room, William Philip Hall**

*Attendance: See page 4*

**Agenda**

1. Introduction, Ground Rules, Land Acknowledgment, and Safety Briefing
  2. Consent Agenda: Proposed Minutes from the December 8, 2023 Faculty Meeting
  3. New Faculty Introductions
  4. Faculty Affairs Workload Self-Assessment
  5. Washington State Senate Bill 5227: Opportunity and Compliance / Vice Chancellor for Equity and Inclusion Elavie Ndura
  6. Dean’s Office Budget Presentation and Discussion
  7. Updates: Faculty Council, Faculty Affairs, Executive Council, Faculty Assembly, Faculty Senate
  8. Adjourn
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**Votes/Action Summary**

1. There were no objections to the minutes of the December 8, 2023 meeting; the minutes were accepted by unanimous consent.
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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 12:36 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. There were no objections to the minutes of the December 8, 2023 meeting; the minutes were accepted by unanimous consent.

**3. New Faculty Introductions.**

- a. Yijing “Gene” Wang, Assistant Professor of Visual Arts (CAC)
- b. Angel Cabrera Silva, Acting Assistant Professor of Human Rights & International Law (PPPA)
- c. Ilā Ravichandran, Assistant Professor of Legal Studies (PPPA)

**4. Faculty Affairs: Faculty Workload Assessment**

- a. The goal is to address workload equity across the Schools at UWT.
- b. Five key conditions were identified in national literature on workload: Transparency, Clarity, Credit, Norms, and Context.
- c. This is a five-step process:
  1. Diagnosing the problem, including self-assessment (Fall 23 / Winter 24)
  2. Determining workload adjustments (Spring 24)
  3. Developing an equity-minded action plan (Spring/Fall 24)
  4. Establishing a timeline for implementation (Fall 24 / Winter 25)
  5. Evaluating progress (Winter 25 and beyond)
- d. What will SIAS be doing?

1. Faculty Affairs distributed a self-assessment form on workload: teaching (8 questions); scholarship (4 questions); service (13 questions), and general questions.
2. The Dean's office will address several of these regarding the status of work across the School; each division in SIAS will perform this assessment over the quarter with the chairs being asked to complete the assessment.
- e. Faculty Affairs will create a dashboard with division, school, and campus data.
- f. This is a multiyear process and Sarah Davies Breen will address continuity.
- g. Faculty Assembly will be discussing this next week.

## **5. Washington State Senate Bill 5227: Opportunity and Compliance / Vice Chancellor for Equity and Inclusion Elavie Ndura**

- a. We want to be sure to all be on the same page; we always start with the intersectionality lens into human diversity; we come in as complex human beings and our perspectives are shaped by our multiple identities.
- b. Six Pillars of Inclusive Excellence: A safe and welcoming community; equitable opportunities and outcomes; strategic partnerships; intercultural competency and cultural humility development; investing in the work: organizational resources; and collaborative leadership and shared accountability.
- c. Senate Bill 5227:
  1. Requires all public institutions of higher education to provide a professional development program for faculty and staff with the purpose of eliminating structural racism and promoting diversity, equity, inclusion, and belonging (DEI & B), beginning with the 2022–23 academic year.
  2. Work to improve academic, social, and health and wellness outcomes for students from historically marginalized communities.
  3. Additional requirements: Student training beginning in the 2024–25 academic year; campus climate assessment every five years; listening and feedback sessions; and evaluation and reporting.
- d. Cultivating Community at UW: Anti-Racism and DEI & B Employee Course (<http://www.washington.edu/deib/>)
  1. New employees (individuals who have not worked at UW within the preceding 12 months) must complete the course within 30 days of their hire date.
  2. Employees include all staff, faculty, and other academic personnel.
  3. While only new employees are required by law to take this course, the UW has set a goal of 80 percent completion each biennium for all employees.
  4. The course takes 3 hours to complete; there aren't any in-person options yet.
  5. We don't know when the next climate survey will be launched.
  6. Altering climate is everyone's responsibility; not taking the training is missing an opportunity to actively contribute to the change that we need in our community.
  7. Equity and inclusion is the hope, but it's not everyone's experience.
  8. Some are wary of the framings and being held to compliance.
  8. The course is aimed at developing a minimum competency.
  9. This space makes it possible to think more deeply and raise questions; two events on the horizon: One related to the war in Gaza/Israel and Holocaust Remembrance Day and one for countering Islamophobia.

## **6. Dean's Office Budget Presentation.**

- a. The enrollment in SIAS classes has declined; we'll have more details after census day; overall our fill rate is 75 percent instead of 89 percent.
- b. Lower enrollment -> Less instructional need -> Less instruction -> Instructional budget surplus -> State and university rules -> Limited flexibility in spending

- c. Major components of our budget:
  - 1. 74—Budget is for one-time commitments.
    - a. SIAS’s unspent funds are returned to the campus budget unless claimed as “commitments” (i.e., things the unit committed to purchasing in one AY, but will not until the next AY)
    - b. This process seems to be sunseting, but we expect to receive the following into this budget: Faculty start-up funds and Dean’s /Divisional funds (\$50K)
  - 2. 06—Budget is for operational expenses and personnel (instructional, admin, staff).
    - a. 2022/23 SIAS 06 Budget: Operational Expenses: \$632,186
    - b. 2023/24 SIAS 06 Budget: Operational Expenses: \$526,181
    - c. Overhead Costs include: **Set Costs of \$181,900**, which includes Workday fee \$20,400, technology recharge fee \$104,000, phones \$18,500, DeskPro: \$2,000, Interfolio \$17,000, Ricoh machines \$20,000; **Fluctuating Costs of \$87,281**, which includes computer equipment, new furniture, software, office moves, facilities requests, room rentals, visas, general supplies, copies/postage.
    - d. Academic Initiatives (PDF and mini-grants): PDF \$257,100: Staff 23.75 x \$1,200= \$28,500; and Faculty 127 x \$1,800=\$228,600; Average unspent per year (2019–2021): \$88,089.
    - e. Funding Faculty Initiatives: This year: In order to provide a round of mini-grants, we hope some faculty will volunteer to contribute any PDF that they do not intend to spend to a central pool; Next year: We hope to request reallocation funds from Academic Affairs to provide STF/mini-grants with a substantial and stable fund.
    - f. SIAS 06 Budget: Personnel: Permanent faculty \$11,869,248; Staff \$1,483,774; Lecturers & Admin \$129,304 (insufficient as Chairs and ADs alone cost \$192,000); Student workers \$46,871
    - g. Instructional Budget Balance:
      - 1. Positive balance created by: Faculty Leaves / Late Starts
      - 2. Positive balance will go to: PT hiring to cover Spring course releases, research fortnights, commitments for next year: \$50K for Dean’s funds and STF
    - h. The cut to operational funds have limited SIAS’s ability to support professional development and scholarship support.
    - i. Please join us by monitoring your own operations budget (PDF) to ensure a complete spend-down.
    - j. We are restricted in what we can do with the instructional surplus funds, but we are doing what we can.
    - k. Unexpected leaves and vacancies have produced the majority of instructional funds; this level of available funding is unlikely to be consistently available across years.
  - d. Budget cut for next year is 1.7 percent or \$291,371; Faculty Council has been discussing the cut focusing on vacant lines; we’ve already cut STF; please share your thoughts with your Faculty Council rep.
  - e. There will be an additional budget cut next year.
  - f. UWT is bringing in a consultant to work on enrollment recruiting.
  - g. SIAS is the only UWT School that doesn’t have a recruiter.
  - h. Enrollments in community colleges went up in fall, which gives hope to our admissions team.
  - i. Most of the growth at UWT has been in SET, but that does affect our courses as well.

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

### a. Faculty Council:

1. Faculty Council opened the process for developing structure models for the RCEP by 1/25; faculty are free to propose models using the Qualtrics form distributed; the form asks for the proposer, the person who will advocate for the model at the 2/2 meeting, any collaborators, a justification, and uses a drop-down menu where you assign majors and minors; the 2/2 meeting will provide an opportunity for faculty and staff to advocate and discuss models, only models submitted through the process will have preset time at the meeting.
2. Faculty Council is in the process of developing a taskforce to consider a graduation requirement for World Languages; volunteers should contact Ben by next Tuesday.
3. The Compression and Equity Taskforce will complete its report by 2/9; depending on the status of the report we will discuss their proposal at the 3/1 faculty meeting.

### b. Faculty Senate:

1. Faculty Senate discussed the Faculty Regent position (created in 2022); the rep is Alex S. Harris in the first year of a three-year term; she has no vote but can give her perspective as a faculty member who represents the people of Washington.
2. The Jackson School wants to foster discussion on Israel-Palestine, and Dr. Cauce noted that students were (at that time) occupying (offices demanding UW divest from Boeing); the office of the president is monitoring the situation; President Cauce expressed strong concern about the intense violence and conflict in Israel and Gaza and the resulting activities on the Seattle campus; an email was sent to faculty to address that issue; a taskforce was formed to address discrimination issues related to antisemitism and Islamophobia.
3. The UW Office of Academic Personnel purchased the Review, Promotion, and Tenure (RPT) module of Interfolio for all UW units. This will help SIAS save the fees that we have been paying; Tri-Campus will start using the model in 2025–26, but training will be required; SIAS can continue to utilize the RPT module between now and then; some concerns were raised about technical details and there was a discussion of data privacy as UW Bothell had some issues.
4. Speaker about core financial systems and Workday, Sarah Norris Hall noted Workday is not perfect, but a good system.

## 6. Adjourn.

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

### Faculty Attendance (96):

Adams - Free Man of Color, Luther

Ahn, Ji-Hyun

Alaei, Sarah

Alcaide Ramirez, Loly

Baird, Katie

Bandes Becerra Weingarden, Maria-Tania

Barnes, Gordon

Bayer, Ellen

Beasley, Chris

Becker, Bonnie

Blair, L. Nicole

Budge, Tyler

Burghart, Will

Cabrera Silva, Angel

Cardinal, Alison

Chaffee, Leighann

Chamberlain, Ed

Clarke Dillman, Joanne

Compson, Jane

Coon, David

Dancis, Julia

Davis, Jeremy

De La Cruz, Sonia

de Veritch Woodside, Vanessa

Dinglasan-Panlilio, Joyce

Eaton, Julia

Eccleston, Sara

Erickson, Ander

Eschenbaum, Natalie  
Espina, Tabitha  
Forman, Michael  
Gardell, Alison  
Gawel, Jim  
Greengrove, Cheryl  
Griesse, Margaret  
Groat Carmona, Anna  
Hanneman, Mary  
Harvey, Matthew  
Heery, Eliza  
Heinz, Morgan  
Heller, Jutta  
Henderson, Meg  
Hershberg, Rachel  
Horak, Peter  
Ignacio, Emily  
Jones, Ever  
Kennedy, Maureen  
Kim, Kelly  
Koontz, Tom  
Kula, Michael  
Kunz, Bill  
Laux-Bachand, LeAnne  
Lee, Hyoung Suk  
Lee, Jeong-Ah  
Li, Jonah  
Lovasz, Anna  
Ma, Eva  
Machine, Augustus  
Malinsky, Sasha  
Martens, Jacob  
Masura, Julie  
McDonald, Erik  
Miller, Alex  
Miura, Cassie  
Modarres, Andrea  
Moore, Ellen  
Myers, Jennifer  
Nahmani, Marc  
Nascimento, Amos  
Nichols, Randy  
Nutter, Alexandra  
Ochoa Camacho, Ariana  
O'Donnell, Maeve  
Oswal, Sushil  
Pan, Yixuan  
Perone, Luke  
Quinn, Jennifer  
Ravichandran, Ilā  
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  
Wang, Gene  
West, Carolyn  
Williams, Charles  
Xiao, Jenny (Yi)

**UWT Staff (8):**

Asplund, Jessica  
Hendricks, Audrie  
Hoover, BethAnn  
Jones, Kathleen  
Kissondyal, Jon  
Ndura, Elavie (VCEI)  
Strom, Amanda  
Tolentino, Karl

**Unknown (1):**

Call-In User\_1