

## Faculty Council Meeting

February 13, 2024 — 12:30–1:30 pm

GWP 320 or Zoom: <https://washington.zoom.us/j/91299827850>

### 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
Etga Ugur	PPPA Representative	P
Haley Skipper	SAM Representative	P
Amanda Sesko	SBHS Representative	P
Emily Ignacio	SHS Representative	P
Scott Rayermann	Lecturer at Large (SAM)	P
Anna Groat Carmona	Dean's Diversity Advisory Council representative (SAM)	A
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, Agenda (2 min)
2. Consent Agenda: Minutes (1 min)
3. Consent Agenda: ICC Meeting Agenda (1 min)
4. RCEP Departmental Placement Form (5 min)
5. Hiring Proposal Recommendation (20 min)
6. Compression and Equity Taskforce Report (30 min)
7. Updates/For the Good of the Order (2 min)
8. Adjournment

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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 February 6, 2024 meeting.

#### 3. Consent Agenda: ICC Meeting Agenda

- a. No objections to the ICC agenda.

#### 4. RCEP Departmental Placement Form

- a. Per OAP: Chancellor has the final say on unit compositions in RCEP.
  - b. “General understanding that people are expected to associate their position-home with an area in which they teach”: and the “principle and practice that tenure-lines and appointment homes should be close to the curriculum in which people teach.”
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- c. For most faculty, placement should be clear but there are possible exceptions.
- d. Propose sending form 2/19–2/29, which faculty could use to explain placement if curriculum, meaning courses they actively teach, does not fully capture their circumstances.
- e. Forms will go to the Dean and to Faculty Council for any questions.
- f. The form would only be for primary appointments; secondary and adjunct appointments will be figured out at a later date.
- g. We should rename the form so that it isn't confused with the one sent out in the fall.
- h. Natalie needs appointment homes in her report to the EVCAA; we should think of the lines, not the individuals.
- i. If someone falls equally into two departments, Natalie will speak to them.
- j. Scott Rayermann moves that we should create a departmental placement form; Amanda Sesko seconds; all in favor.

#### 5. Hiring Proposal Recommendation

- a. Preliminary Vote Ranking: 1. Biochemistry/Bio; 2. T-Lab Supervisor; 3. T-Clinical Psychology; 4. Cognitive Psychology; 5. T-Organic Chem; 6. Chem Education; 7. Religion & IR
- b. Not everyone voted.
- c. Make a case for prioritizing:
  - 1. Psychology: We don't have enough faculty to teach our courses because there is so much demand; it's harder to find anyone to teach Cognitive Psychology and research methods.
  - 2. SAM Order: Biochemistry, Organic Chemistry, Lab Supervisor.
  - 3. We can make a separate ask for the Lab Supervisor.
  - 4. We would use a position focused on the Muslim world.
  - 5. New Ranking: 1. Biochemistry/Biology; 2. T-Organic Chemistry; 3. Cognitive Psychology; 4. T-Clinical Psychology; 5. T-Lab Supervisor; 6. Chemistry Education; 7. Religion & IR
  - 6. Ben Meiches moves to accept this final ranking; Amanda Sesko seconds; [Yes: 7; No: 0; Abstain: 1]

#### 6. Compression and Equity Taskforce Report

- a. There are a number of ways to address compression, and different types of compression in different places.
- b. To actually solve the compression problem would be in the millions.
- c. UW Tacoma is massively underpaid compared to UW Seattle and UW Bothell.
- d. We need to decide what our salary comparison point is and how to prioritize funds.
- e. So many faculty salaries are compressed, but associates are most deeply affected.
- f. The salary data is based on full-time faculty; the taskforce didn't look at part-time data.
- g. There was a prolonged period where there were no raises and that led to compression.
- h. Some promotion raises were 12 percent vs. 10 percent.
- i. Can we look at where salary adjustments have already been made?
- j. DAC is meeting on 2/21 and will discuss how to add an equity lens.
- k. We need to create a mechanism to check on compression so that we can track this data.
- l. There are concerns about personnel issues.
- m. Faculty Assembly wasn't happy with how compression was handled at UWT last year.
- n. Faculty Council needs to discuss what to address first; we don't want to exacerbate the problem.
- o. We should be able to establish the differential between expected base salary and what faculty are actually being paid.
- p. We will probably need to operationalize this in the spring.
- q. We will talk about this again on 2/27 and take it to the faculty, although we don't need an actual vote.

- r. The extra merit process was suspended by a faculty vote on 12/8/17; extra merit is now only used to address compression.
7. Updates/For the Good of the Order
    - a. The survey has 55 votes so far.
    - b. We'll discuss the W subcommittee next week.
  8. Adjournment
    - a. The meeting was adjourned at 1:34 pm.