

FACULTY AFFAIRS: STANDING COMMITTEE CHARGE, 2025-2026

The Faculty Affairs Committee shall investigate and respond to issues of widespread concern including, but not limited to, faculty governance, procedures regarding tenure and promotion, merit, teaching assessment, and an ongoing focus upon race and equity. Issues about race and equity will be taken to the Executive Council in order to develop a proactive and collaborative response by members of the Faculty Affairs Committee and the Executive Council. Matters for investigation may be brought before the Faculty Affairs Committee by the Executive Council or any member of the University of Washington Tacoma faculty. Where warranted this committee shall formulate specific policy proposals and forward its recommendations to the Executive Council, which may bring proposals and recommendations to the Faculty Assembly for a vote or may adopt them as provided in Article V, Section C of these [bylaws](#). [Emphasis added]

Dear Faculty Affairs Committee Chair Cruz, and Professors Aguirre, Al-Masri, Feroz, Heinz, Lund, and Yuwen,

Thank you for serving on the Faculty Affairs Committee (FAC). Informed by the [Faculty Affairs Committee Charge](#) as laid out in the UWT Faculty Assembly bylaws, the invaluable work completed in 2024-2025 and the committee's recommendations from its [FAC 2024-2025 Year-End Report](#), and emerging faculty concerns, ***below please find the annual charge for the work of the Faculty Affairs Committee for AY 2025-2026:***

2025-2026 CHARGE

A) FACULTY GOVERNANCE

I) REVIEW AND PROVIDE FEEDBACK ON RESEARCH ADVISORY COUNCIL (RAC)

PROPOSAL: Review work to be developed by the RAC Taskforce in Autumn 2025.

- a. ***If warranted:*** Recommend final RAC bylaw amendments for Executive Council consideration.

II) ASSESS INTEREST AND FEASIBILITY OF CREATION OF BUDGET ADVISORY LIAISON

POSITION: Consult with stakeholders related to this position, to be seated by Faculty Assembly to advise the campus Budget Advisory Committee.

- a. ***If warranted:*** If campus interest and need are confirmed, develop bylaw language for Budget Advisory Liaison position to bring before Executive Council for consideration.

III) CONTINUE REGULAR CONSULTATION WITH NON-TENURE TRACK FACULTY FORUM (NTTFF) LEADERSHIP REGARDING REPRESENTATION AND BYLAW

CHANGES: Continue consultation with NTTFF leadership and engage with stakeholders related to bylaw changes.

- a. ***If warranted:*** Compose NTTFF-recommended bylaw changes and bring before Executive Council for consideration

IV) INVESTIGATE IMPLEMENTATION AND EFFICACY OF CAMPUS SAFETY ADVISORY LIAISON POSITION AS NEEDED

DELIVERABLES: (1) ***If warranted:*** Proposed language for bylaw changes related to advisory positions and NTTFF representation.

- ***To be included in quarterly updates and year-end report***

B) RACE AND EQUITY

- I) **WORKLOAD EQUITY MONITORING:** Review completion of workload equity reporting by all unit-level EFCs to Academic Affairs
 - a. **Follow up with the four units that have not yet responded to workload equity reporting requirements** established by Faculty Assembly Class C legislation.
 - b. Review reporting patterns and recommend interventions where needed.
- II) **ADDRESS INTERNATIONAL FACULTY EQUITY ISSUES:** Coordinate with UW International Scholars Office and UWT Academic HR to advocate for implementation of recommendations from [2023 FAC report](#), including:
 - a. UWT International Faculty Website Development
 - b. Improved Communicative and Representational Infrastructure for UWT International Faculty
- III) **REVIEW MONITORING PROTOCOLS AND MECHANISMS TO ADDRESS ISSUES OF RACE AND EQUITY AS NEEDED:** Investigate issues related to identified workload inequities, issues faced by international faculty, and other identified inequities as they arise.
 - a. Identify areas requiring additional Faculty Assembly attention or policy development

DELIVERABLES: (1) Review of campus workload equity reporting and monitoring, (2) Actions to address issues faced by international faculty as needed, and (3) *If warranted*, policy recommendations for EC consideration and vote related to monitoring/addressing identified equity issues for EC consideration and vote.

- *To be included in quarterly updates and year-end report*

C) TECHNOLOGY AND FACULTY PRACTICE

- I) **SURVEY FACULTY ON AI IMPACT AND ACCESSIBILITY PREPAREDNESS:** Building on 2024-25 preparation work and UW AI Taskforce findings survey, survey faculty on AI impact across teaching, research, service and organizational practice and preparedness for new technology accessibility requirements active as in Spring 2026. Analyze data and provide recommendations for faculty support and policy development.
 - a. Develop policy recommendations based on enhanced monitoring and AI impact and accessibility preparedness survey findings

DELIVERABLES: (1) Analysis of data gathered, included in quarterly updates and year-end report, (2) Policy suggestions for faculty technology support

- *To be included in quarterly updates and year-end report*

We would like quarterly updates regarding each of these in the form of a memorandum and a full report in Spring 2026. We look forward to continuing our collaborative work to strengthen our campus for our faculty, staff, and students.

Andrea L. Hill,
Faculty Assembly Chair

Barb Toews,
Faculty Assembly Vice-Chair

Charge Letter Approved by the UWT Executive Council, *October 27, 2025*