



## RESOLUTION OF THE FACULTY ASSEMBLY OF THE UNIVERSITY OF WASHINGTON TACOMA

### FINDINGS ON FAILURES OF SHARED GOVERNANCE DURING AY 2025–2026

**WHEREAS** [Executive Order No. IV, Section 6](#), prohibits campus-specific policy decisions at UW Tacoma (UWT) from being made by the campus chancellor without consultation with elected representatives of the campus faculty organization, except in cases of emergency; [Faculty Code, Section 13–23](#) establishes that faculty and administration share responsibility in matters including recommendations concerning campus and University budgets and the formulation of procedures to carry out institutional policies; [Faculty Code, Section 23–45B](#) requires UWT have an elected faculty council that advises the chancellor on matters affecting the general welfare of the campus, including priorities, resource and salary allocation, and budgets; and [Executive Order No. 64](#) provides that unit adjustments shall be informed by consultation with the elected faculty council; and

**WHEREAS** the principle of shared governance necessarily requires that faculty participate not only in curricular and academic policy decisions, but in the financial and operational decisions that enable or constrain them, and to treat budgetary and operational matters as exclusively administrative is to render faculty governance authority hollow; and

**WHEREAS** during the 2025–2026 academic year, four significant decisions with direct consequences for faculty and the academic mission were made without meaningful faculty consultation, as documented below; and

**WHEREAS** the formal inquiry from the Chair of Faculty Assembly on January 28, 2026, regarding the Copy & Mail Center decision—requesting identification of the decision-making authority, the decision-making process followed, and whether faculty were consulted—remains unanswered; and

**WHEREAS** the distinction between notification of completed decisions, nominal representation on advisory bodies, and genuine consultation as part of the decision-making process is fundamental to the integrity of shared governance; and

**WHEREAS** post-hoc consultation—informing faculty of decisions *after* they are made—does not constitute consultation, and genuine consultation is a structured, good-faith process through which administration seeks and considers faculty input before decisions are finalized;

**NOW, THEREFORE, BE IT RESOLVED** that the Faculty Assembly of the University of Washington Tacoma **finds** that the following four decisions made during the 2025–2026 academic year were undertaken without consultation required by the UW Faculty Code and University Executive Orders:

**Finding 1:** The decision to eliminate unit salary adjustments, of which Faculty Assembly Leadership received advance notice but was not consulted prior to finalization, nor were faculty given opportunity to provide input into this decision-

making process, contra [UW compensation policy](#), [Executive Order No. 64](#), and [Faculty Code Section 23–45B](#);

**Finding 2:** The decision to close the UWT Copy & Mail Center was made without faculty consultation. Faculty leadership received no advance notice and was given no opportunity to consult on this decision. The decision was further compounded by the timing of its execution, with the Center closing the week before final examinations of Winter Quarter 2026, a period of peak instructional demand for printed course materials and assessments. The compressed timeline itself reflects the absence of academic-mission considerations that consultation with faculty would have surfaced. The Faculty Assembly finds this decision was made contrary to [Executive Order No. IV](#) and [Executive Order No. 72](#).

**Finding 3:** The decision to eliminate the long-standing research quarter for incoming hires was made without faculty consultation. The Executive Vice Chancellor for Academic Affairs informed elected faculty leadership of this decision during the February 6, 2026, Executive Council meeting without any prior faculty consultation. The Faculty Assembly finds this decision was made contrary to [Executive Order No. IV](#).

**Finding 4:** The decision to consolidate the responsibilities of senior research leadership with oversight of teaching excellence and faculty development under a single Associate Vice Chancellor position—announced in the [EVCAA’s welcome message](#) of September 17, 2025—was a substantive choice about how UW Tacoma supports faculty work. Neither the Chair, Vice Chair, nor the Executive Council of the UWT Faculty Assembly—the [elected body charged with](#) advising the Chancellor and EVCAA on matters affecting the general welfare of the campus, including priorities and strategic planning, resource allocation, and academic policy—was brought into deliberation on the question of whether consolidating research leadership with faculty development under a single position was the best approach for the general welfare of the UWT faculty or what such an approach might look like. The job ad for Associate Vice Chancellor for Faculty Success (AVCFS) was written without faculty input or discussion.

At the same time, Faculty Assembly recognizes administration’s engagement in surrounding processes: Prior to the announcement, leadership convened discussions and meetings with specific faculty and relevant administrators to understand faculty needs across career stages, ranks, and titles. Faculty were highly engaged in the search for AVCFS, which ultimately resulted in the hire of a respected member of the UWT faculty community. Faculty Assembly further recognizes the administration’s articulated rationale for consolidation—*supporting faculty development in an integrated manner across the range of faculty career stages*—reflects an effort to consider how senior leadership may best serve faculty. These are meaningful contributions, and, if consulted, the full faculty would likely credit them.

None of these processes, however, constitute consultation with the elected faculty governance bodies charged with this role under the Faculty Code. Consultation with

selected individuals on their needs, however thoughtfully undertaken, is not the same as consultation with elected representatives of the campus faculty organization. Faculty Assembly finds that this decision was made contrary to [Executive Order No. IV, Section 6](#) and [Faculty Code Section 23-45B](#).

**BE IT FURTHER RESOLVED** that the Faculty Assembly **finds** the administration's failure to provide a clear or direct response to the Chair's formal inquiry of January 28, 2026—posing three specific questions regarding the level at which the Copy & Mail Center decision was made, the office or body holding responsibility for that determination, and whether any faculty were consulted as part of the decision-making process—itsself constitutes a failure of the consultation obligation under [Executive Order No. IV, Section 6](#), and a failure to take accountability for the antecedent Code violation;

**BE IT FURTHER RESOLVED** that the Faculty Assembly **finds** that formal representation on the Chancellor's Budget Advisory Committee does not constitute meaningful consultation under [Executive Order No. IV, Section 6](#) or [Faculty Code Section 23-45B](#) with respect to the decisions enumerated above, for at least three structural reasons:

- (A) The Committee's composition includes deans and other unit administrators alongside faculty representatives, which dilutes the faculty voice that consultation under Executive [Order No. IV, Section 6](#) and [Faculty Code Section 23-45B](#) is intended to secure;
- (B) The Committee meets only four times per year, with its meeting cycle beginning in late Winter Quarter—*after* consequential budget and operational decisions for the academic year have already been finalized—foreclosing meaningful *ex ante* input on those decisions; and
- (C) Faculty input through the Committee is not demonstrably solicited, documented, or incorporated into consequential financial decisions affecting the academic mission;

**BE IT FURTHER RESOLVED** that these findings are entered into the official record of the Faculty Assembly of the University of Washington Tacoma as the documented institutional position of the body that served during the 2025–2026 academic year, and shall inform the work of the Faculty Assembly in subsequent years;

**BE IT FURTHER RESOLVED** that this resolution will be transmitted to the Chancellor, Executive Vice Chancellor for Academic Affairs, Vice Chancellor for Finance and Administration, Provost, Secretary of the Faculty, and other offices as the Faculty Assembly Chair deems appropriate.

Adopted by the Faculty Assembly of the University of Washington Tacoma

Date: May 8, 2026