

## Faculty Affairs Committee Year-End Report: AY 2025-2026

Charge from Faculty Assembly	Faculty Affairs Committee's Response	Further Actions Required	Ongoing Work for 2026-2027
<p><b>A) FACULTY GOVERNANCE</b></p> <p><b>I) REVIEW AND PROVIDE FEEDBACK ON RESEARCH ADVISORY COUNCIL (RAC) PROPOSAL:</b> Review work to be developed by the RAC Taskforce in Autumn 2025.</p> <p>a. If warranted: Recommend final RAC bylaw amendments for Executive Council consideration.</p>	<ul style="list-style-type: none"> <li>• FAC Chair consulted with the RAC Chair and a previous RAC Chair on suggested bylaw changes in Autumn</li> <li>• Suggested bylaw changes were presented to FAC in January</li> <li>• Feedback from FAC was incorporated</li> <li>• Updated bylaw changes were presented to a UW code advisor</li> <li>• Final version presented to FAC in February; FAC approved language</li> <li>• Suggested bylaw changes presented to EC by FAC Chair in March</li> <li>• EC feedback incorporated</li> <li>• Final version brought to EC for vote in May; the language was approved</li> </ul>	N/A	N/A
<p><b>II) ASSESS INTEREST AND FEASIBILITY OF CREATION OF BUDGET ADVISORY LIAISON POSITION:</b> Consult with stakeholders related to this position, to be seated by Faculty Assembly to advise the campus Budget Advisory Committee.</p> <p>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.</p>	<ul style="list-style-type: none"> <li>• FAC Chair presented Budget Advisory Liaison idea at Autumn Faculty Assembly Retreat</li> <li>• Retreat feedback regarding need for budget advocacy was presented to FAC and a Budget Subcommittee was established</li> <li>• Subcommittee suggested a proposed 3 member Budget Advisory and Advocacy Council (BAAC) to FAC in October</li> <li>• Suggested BAAC bylaw language presented to FAC in November</li> </ul>	<ul style="list-style-type: none"> <li>• Revise BAAC language to include collaboration with campus level Budget Advisory Committee</li> <li>• Investigate processes for meaningful consultation between BAAC and administration</li> </ul>	<ul style="list-style-type: none"> <li>• FAC will Investigate continued interest/feasibility of BAAC</li> <li>• If warranted, FAC will suggest bylaw changes</li> </ul>

	<ul style="list-style-type: none"> <li>• Suggested changes from FAC were incorporated and presented to FAC in December</li> <li>• Chair attended discussion on Faculty Code and Faculty Budgetary Rights in January</li> <li>• Feedback from EC Chair incorporated and presented to FAC in April</li> <li>• FAC consulted with EVCAA and VCFA in May</li> </ul>		
<p><b>III) CONTINUE REGULAR CONSULTATION WITH NON-TENURE TRACK FACULTY FORUM (NTTFF) LEADERSHIP REGARDING REPRESENTATION AND BYLAW CHANGES:</b> Continue consultation with NTTFF leadership and engage with stakeholders related to bylaw changes.</p> <p><b>a.</b> If warranted: Compose NTTFF-recommended bylaw changes and bring before Executive Council for consideration</p>	<ul style="list-style-type: none"> <li>• FAC assisted NTTFF in updating their email list of part-time faculty</li> <li>• FAC provided NTTFF with consultation on service transparency, re-appointment contracts and interest in becoming a standing committee</li> </ul>	<ul style="list-style-type: none"> <li>• FAC will continue regular consultation with NTTFF</li> </ul>	<ul style="list-style-type: none"> <li>• If warranted, FAC will assist NTTFF in bylaw changes</li> </ul>
<p><b>IV) INVESTIGATE IMPLEMENTATION AND EFFICACY OF CAMPUS SAFETY ADVISORY LIAISON POSITION AS NEEDED</b></p>	<ul style="list-style-type: none"> <li>• FAC was not made aware of any need to investigate</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• FAC will be available for an investigation if needed</li> </ul>
<p><b>B) RACE AND EQUITY</b></p> <p><b>I) WORKLOAD EQUITY MONITORING:</b> Review completion of workload equity reporting by all unit-level EFCs to Academic Affairs</p> <p><b>a.</b> Follow up with the four units that have not yet responded to workload</p>	<ul style="list-style-type: none"> <li>• FAC Chair followed up with 4 units that had not responded during the Summer and in September</li> <li>• FAC reached out to EFC Chairs to help facilitate follow up with 2 units that had not yet replied in October</li> </ul>	<ul style="list-style-type: none"> <li>• FAC Chair will follow up with unit that has still not replied to inquiry on workload equity progress</li> </ul>	<ul style="list-style-type: none"> <li>• FAC Chair will complete a report that summarizes patterns in addressing workload equity along with recommended interventions if needed</li> </ul>

<p>equity reporting requirements established by Faculty Assembly Class C legislation.</p> <p><b>b.</b> Review reporting patterns and recommend interventions where needed.</p>	<ul style="list-style-type: none"> <li>• FAC completed follow up with all units in November</li> <li>• FAC Chair presented findings from follow up in a Workload Equity Progress Report to EC in December</li> <li>• FAC Chair incorporated concerns and questions from EC members in an Addendum to the Progress Report with summaries of actions taken to address workload equity, immediate follow up questions and questions about end of AY '25-26 workload equity goals for each unit</li> <li>• FAC Chair reached out to the EFC chairs and Deans of each unit to gather answers</li> <li>• All units, except one have now replied</li> </ul>		
<p><b>II) ADDRESS INTERNATIONAL FACULTY EQUITY ISSUES:</b> Coordinate with UW International Scholars Office and UWT Academic HR to advocate for implementation of recommendations from 2023 FAC report, including:</p> <p><b>a.</b> UWT International Faculty Website Development</p> <p><b>b.</b> Improved Communicative and Representational Infrastructure for UWT International Faculty</p>	<ul style="list-style-type: none"> <li>• FAC formed a subcommittee to follow with ISO and Academic HR</li> <li>• Subcommittee completed a draft of a follow up email and shared with FAC</li> <li>• FAC members' feedback was incorporated into a final draft</li> <li>• FAC Chair sent follow up emails to ISO and Academic HR in May</li> <li>• FAC heard back from ISO, but is still waiting for a reply from Academic HR</li> </ul>	<ul style="list-style-type: none"> <li>• FAC Chair will follow up with Academic HR over the summer</li> </ul>	<ul style="list-style-type: none"> <li>• FAC Chair will complete a report on 2023 FAC report follow up</li> </ul>
<p><b>III) REVIEW MONITORING PROTOCOLS AND MECHANISMS TO ADDRESS ISSUES OF RACE AND EQUITY AS NEEDED:</b> Investigate issues related to identified workload inequities, issues faced by</p>	<ul style="list-style-type: none"> <li>• FAC formed a subcommittee to review race and equity issues as needed</li> <li>• FAC reviewed the UWT Diversity Task Force and its discontinuation</li> </ul>	<ul style="list-style-type: none"> <li>• FAC will follow up with EC on SEED pausing/ discontinuation</li> </ul>	<ul style="list-style-type: none"> <li>• FAC will monitor and address issues of race and equity as needed</li> </ul>

<p>international faculty, and other identified inequities as they arise.  <b>a.</b> Identify areas requiring additional Faculty Assembly attention or policy development</p>	<ul style="list-style-type: none"> <li>• FAC discussed the discontinuation SEED</li> </ul>		
<p><b>C) TECHNOLOGY AND FACULTY PRACTICE</b>  <b>I) SURVEY FACULTY ON AI IMPACT AND ACCESSIBILITY</b>  <b>PREPAREDNESS:</b> 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.  <b>a.</b> Develop policy recommendations based on enhanced monitoring and AI impact and accessibility preparedness survey findings</p>	<ul style="list-style-type: none"> <li>• FAC formed an AI subcommittee</li> <li>• Subcommittee proposed a unit-level survey of needs, concerns and experiences regarding AI in October</li> <li>• Subcommittee consulted with EC Chair</li> <li>• Concerns about another survey led to a proposal for unit-level discussions of AI; members reached out to units for feedback in November</li> <li>• Subcommittee crafted an AI Discussion Instrument</li> <li>• Subcommittee incorporated feedback from FAC</li> <li>• Subcommittee consulted with Office of Institutional Research in April</li> <li>• Revised Qualtrics Discussion Instrument was presented to FAC in May</li> <li>• Finalized instrument was sent to EFC chairs in June for feedback and requested plans for organizing AI discussions in Autumn '26</li> </ul>	<ul style="list-style-type: none"> <li>• FAC Chair will follow up with EFC chairs over Summer if needed</li> </ul>	<ul style="list-style-type: none"> <li>• FAC will follow up with EFC chairs and offer assistance with facilitating unit-level discussions of AI in teaching and research</li> </ul>

## **Faculty Affairs Committee Members in AY 2025-2026**

Ken Cruz, FAC Chair, 2025-2026, School of Social Work & Criminal Justice, 2021-2027

Weichao Yuwen, School of Nursing & Healthcare Leadership, 2025-2027

Gregory Lund, School of Urban Studies 2024-2027

Julia Aguirre, School of Education, 2025-2028

Eyhab Al-Masri, School of Engineering and Technology, 2025-2028,

Ehsan Feroz, Milgard School of Business, 2021-2027

Morgan Heinz, School of Interdisciplinary Arts & Sciences, 2025-2028

Jeong-Ah Lee, Chair of Non-Tenure Track Faculty Forum, Ex-Officio, 2025-2026