Milgard School of Business Faculty Meeting Minutes

Date: Friday, April 10, 2026

Time: 12:30 PM - 2:30 PM

Location: Zoom

Attendees: Stephen Norman, Gordon Craig, Howard Smith, Shalini Jain, Marion Eberly, Rupinder Jindal, Michael Turek, Ben Chen, Gary Viers, Ray Fang, Jinlan Ni, Juan Wu, Daniel Bryan, Alireza Boloori, Fei Leng, Zoe Barsness, Arthur Jago, Evy Shankus, Shahrokh Saudagaran, Haluk Demirkan, Hui Suk So, Sergio Davalos, Joseph Shin

I. Approval of Minutes

Minutes from the previous Faculty Meeting were approved unanimously.

II. Non Voting Items

A. Faculty and Student Affairs Updates (Marion)

- Two sabbaticals were approved; Greg Rose and Jinlan Ni will be on sabbatical during the coming academic year.
- Faculty were reminded to upload merit review materials by Friday, May 1. Merit review meetings are scheduled for May 15 and May 22.

B. Canvas Accessibility Requirement Update (Sergio and Gordon)

Gordon Craig and Sergio Davalos provided an update on digital accessibility expectations for Canvas and course materials.

- The update emphasized WCAG 2.1 Level AA expectations and the April 24, 2026 accessibility deadline for educational web content.
- Milgard is currently above the 80% accessibility benchmark in Ally. Faculty were encouraged to treat the score as a baseline for continued improvement rather than as a one time compliance target.
- Discussion focused on practical implementation issues, including accessible use of dashboards and other external tools, the importance of alt text and document tagging, and the need for campus level guidance and support.

III. Voting Items

Votes were taken by Zoom chat. For the voting items below, all recorded votes were affirmative and no dissenting votes or abstentions were recorded.

A. Strategic Planning: Final Purpose, Vision, and Mission Statements

Proposal: Approve the final Purpose, Vision, and Mission statements presented by the Strategic Planning Task Force.

Discussion: Marion and Rupinder summarized the process that began in January 2025 and included stakeholder feedback, faculty/staff/MEC discussion, and a follow up survey. Final edits were described as minor in wording but meaningful in effect. Faculty thanked the task force for the thorough and inclusive process.

Outcome: Motion by Marion Eberly; second by Sergio Davalos. Approved unanimously.

Next Steps: Strategic planning workshops will be offered in in person and Zoom formats. Faculty were asked to RSVP for one session.

B. UPC Open Position

Proposal: Approve Ray Fang for a second term on UPC.

Outcome: Motion by Hui Suk So; second by Gary Viers. Approved unanimously.

C. Executive Council Representation

Proposal: Approve Gary Viers for another term on the Executive Council.

Outcome: Motion by Stephen Norman; second by Howard Smith. Approved unanimously.

D. Tenure and Promotion Guidelines Revisions

1. Tenure-Track Guidelines

Proposal: Approve revisions to the tenure-track guidelines following feedback from the EVCAA/Provost and Faculty Council review.

Discussion: Discussion centered on clarifying, not expanding, expectations. Themes included clearer connection to the UW Core Elements of Effective Teaching, distinctions between associate and full professor expectations, the role of published and unpublished scholarship, recognition of pedagogical and community-engaged scholarship, and clearer language for evaluating service quality and quantity.

Outcome: Motion by Stephen Norman; second by Evy Shankus. Approved unanimously.

2. Teaching-Track Guidelines

Proposal: Approve revisions to the teaching-track guidance.

Discussion: Faculty discussed whether the document should address both appointment and promotion, and the working title was revised to Guidance for Teaching Faculty Appointments and Promotion. Discussion themes included keeping the criteria flexible, avoiding an overly high or narrow standard for promotion to full teaching professor, recognizing locally meaningful impact, and clarifying that leadership can be demonstrated through formal roles and through less formal mentorship, program, curriculum, service, and initiative work. Faculty also emphasized the need for mentoring, resources, and workload structures that help teaching-track faculty progress toward promotion.

Outcome: Motion by Evy Shankus; second by Shahrokh Saudagaran. Approved unanimously.

IV. Adjournment

The meeting adjourned after completion of the voting items. Exact adjournment time was not recorded in the notes.