Milgard School of Business - Faculty Meeting Minutes

Date: Friday, June 5, 2026

Time: 12:30 PM

Location: Zoom

Attendees: Altaf Merchant, Abel Hernandez, Gordon Craig, Stephen Norman, Daniel Bryan, Ehsan Feroz, Gregory Rose, Shalini Jain, Juan Wu, Sergio Davalos, Arthur Jago, Alireza Boloori, Rupinder Jindal, Shahrokh Saudagaran, Marion Eberly, Jinlan Ni, Ray Fang, Joseph Shin, Gary Viers, Hui Suk So, Evy Shankus, Fei Leng, Gregory Noronha, Howard Smith, Arindam Tripathy, Ben Chen, Zhiyan (Juliet) Cao

Voting Faculty Present: 28 eligible voting members; quorum threshold was 15.

Non-Voting/Staff also Attending: Jaime Core, Stan Emert, Sally Schwartz, Bertha Fuentes, Brian Maina, Kerry Barker, Naomi Guidry, Nikki Tabafunda, Jasmine Maggo, Lindsey Kealoha, Sandra Lordahl

Guests: Layla Taylor, Lindsey McBride, Andrew Harris

I. Approval of Minutes

Minutes from the previous Faculty Meeting were approved unanimously, with no dissents or abstentions recorded.

II. Non Voting Items

A. OCP Presentation: CEL Course Grant Opportunity and Community-Engaged Learning Resources (Layla Taylor and Lindsey McBride)

- Layla Taylor and Lindsey McBride from the Office of Community Partnerships presented resources to support community engaged learning and community-engaged research.
- OCP can assist with partner agreements, MOUs, course visits, and tri-campus resources related to community engagement.
- A new CEL course grant opportunity provides $1,000 over two years to develop and implement a community-engaged course. The first $500 supports syllabus development, and the second $500 supports implementation, community partners, or materials.
- Lindsey summarized two platforms: Collaboratory, which helps faculty document and share community engagement activity, and Community Connect UW, which can track student community hours, placements, deliverables, projects, surveys, and related course needs.
- In response to a question, Lindsey noted that course enrollment size does not determine whether the tools or grant opportunity can be useful.

B. Dean's Updates (Altaf Merchant)

- Altaf Merchant announced that, after seven years as Dean and two prior years as Associate Dean, he will step down from the Dean role of his own accord. He emphasized that the decision was not due to conflict or unhappiness with the school, and that he is prioritizing time with family.
- Altaf reflected on major accomplishments during his leadership, including Milgard Hall planning and fundraising, growth in centers, programs, labs, community engagement, global collaborations, and the Milgard Executive Council.

- He summarized research, revenue, fundraising, enrollment, and budget trends over the past several years. Highlights included growth in research output, increased revenues and donations, scholarship and program fundraising, and sustained activity despite a constrained budget environment.
- Altaf noted that summer support and professional development resources have been reduced because of budget cuts, while the school has worked to reduce expenses and continue programs and events with fewer resources.
- Faculty thanked Altaf for his leadership and service. Altaf also recognized Ehsan Feroz on his retirement, and faculty thanked Ehsan for his long service to Milgard.

C. MSB Leadership Transition (EVCAA Andrew Harris)

- EVCAA Andrew Harris outlined the process for appointing an interim dean and beginning the permanent dean search.
- A nominations and input form will be sent to MSB faculty and staff to gather desired qualities for an interim dean and possible nominations. The initial process will focus on identifying viable internal candidates.
- If no viable internal candidate is identified, campus leadership may use an external interim appointment registry. EVCAA Harris noted that, if that path is needed, he would consult with Faculty Council over the summer about next steps and faculty engagement.
- Campus leadership also expects to begin engaging an external search firm for the permanent dean search over the summer, with the search process beginning as early as possible in Autumn Quarter. Listening sessions will be part of the permanent dean search process.
- Discussion addressed possible qualifications for an interim dean, whether the person must be from MSB or could come from elsewhere at UW Tacoma, the importance of personnel responsibilities and AACSB knowledge, the decision-making authority for the appointment, and the summer workload implications for Faculty Council.

D. Social Media Marketing Campaign (Bertha Fuentes and Noah Carr)

- Bertha Fuentes provided an update on the MSB social media and digital marketing campaign. Stephen played a short video created by Noah that had been shared for the meeting.
- The campaign is being handled in house, with support from Mimi and others, and includes Google ads and a new landing page.
- Early campaign indicators were described as promising. Click-through rates are higher than expected, and the team is monitoring cost per click, warm leads, and application-related indicators.
- Bertha reported that 45% of Autumn 2026 applicants responding to an application question indicated that they had seen a digital ad for MSB, suggesting the campaign may be influencing application activity.

III. Voting Items

Votes were taken by Zoom chat. Unless otherwise noted, all recorded votes were affirmative and quorum was met.

A. Faculty Affairs Committee Representative

Proposal: Approve Rupinder Jindal as the MSB representative to the Faculty Affairs Committee.

Motion: Arindam Tripathy moved approval; Ehsan Feroz seconded.

Outcome: Approved by recorded chat vote (24 yes; no dissents or abstentions recorded; quorum met).

B. APT Committee Representative

Proposal: Approve Marion Eberly as the MSB representative to the APT Committee. Marion had nominated herself and indicated willingness to serve a one-year term.

Motion: Arindam Tripathy moved approval; Gregory Rose seconded.

Discussion: Faculty discussed the term length being one year and noted the value of Marion serving given upcoming tenure and promotion cases.

Outcome: Approved by recorded chat vote (23 yes; no dissents or abstentions recorded; quorum met).

C. Faculty Council Member Election

Discussion: Faculty discussed whether to proceed with the Faculty Council member election at the meeting or postpone in order to satisfy the bylaws requirement that nominations be available at least three days before a vote. Stephen Norman noted his responsibility as chair to follow the bylaws. Faculty discussed prior practice, the need to have Faculty Council membership ready for the coming year, and the option of treating the meeting vote as a one-time exception.

Motion: Evy Shankus moved to make a one time exception to the advance nomination requirement for this Faculty Council member election. Arindam Tripathy and Sergio Davalos seconded.

Outcome: The one time exception was approved by recorded chat vote, with all recorded votes affirmative. The minutes should reflect that the exception applied only to this one case.

Nomination and Vote: Ben Chen self nominated for the Faculty Council seat. Ben Chen was elected to a three year Faculty Council term by recorded chat vote, with all recorded votes affirmative.

D. Faculty Council Chair

Proposal: Approve Arindam Tripathy as Faculty Council Chair. Arindam was the only nominee identified by Faculty Council.

Motion: Sergio Davalos moved approval; Howard Smith seconded.

Discussion: Faculty discussed the importance of experience and continuity in the Faculty Council Chair role, especially during the leadership transition. Faculty also noted the need to revisit the bylaws for future clarity.

Outcome: Approved by recorded chat vote, with all recorded votes affirmative.

E. Undergraduate Core Curriculum Syllabi (Gary Viers)

Proposal: Approve the eight proposed undergraduate core curriculum syllabi.

Motion: Gary Viers moved approval; Evy Shankus seconded.

Discussion: Faculty thanked Gary and others involved for the clarity and amount of work that went into the syllabi and the undergraduate curriculum process.

Outcome: Approved by recorded chat vote, with all recorded votes affirmative.

F. TBGEN 111 Leadership Seminar Changes for Direct Admit Students

Proposal: Consider proposed TBGEN 111 leadership seminar changes for Direct Admit students.

Outcome: Deferred to Fall 2026.

IV. Workload Task Force Report and Discussion (Gregory Rose)

- Gregory Rose presented the Workload Task Force report. He emphasized that workload is the total amount of work performed and must be evaluated over a multi year period, with qualitative judgment as well as data.
- The report identified implementation as central to workload equity and noted that workload cannot be reduced to a single quantitative metric.
- One recommendation was to move toward departments or stronger area coordinator structures, possibly with three or four groups helping set and evaluate workloads.
- Another recommendation was to allow faculty members to designate relative contributions to teaching, research, and service within established boundaries, recognizing that different tracks and ranks may require different expectations.
- The task force summarized possible teaching factors, including number of classes, number of preparations, total enrollment, required versus elective courses, graduate versus undergraduate level, course level, and modality.
- The task force summarized possible service factors, including committees chaired, committees served on, compensated service, editorial and review work, student club advising, community service, internships, and independent studies.
- The task force summarized possible scholarship factors, including journal quality and designations, books, book chapters, and forms of scholarship relevant to teaching-track faculty.
- Greg shared aggregated 2020-2025 data on scholarship, teaching loads, course preparations, committee service, and survey responses about the time commitments associated with different committees. Hiring committees and the Executive Council were identified as among the largest time commitments in the survey data.
- Options for moving forward include implementing the recommendations with the recognition that workload will never be perfectly divided, or holding additional discussions about service expectations, faculty priorities, boundaries across roles, and how to value different types of service.
- Faculty discussion focused on internal equity, teaching-track equity, the relationship between market-based compensation and internal workload values, alignment with strategic planning, service capacity during the leadership transition, and the need to decide what MSB values in teaching, research, and service.
- No vote was taken on the Workload Task Force report at this meeting.

V. Additional Voting Item

A. Faculty Council Sabbatical Replacement

Proposal: Elect a Faculty Council replacement for Jinlan Ni while she is on sabbatical during AY 2026-2027.

Nomination: Abel Hernandez self nominated. Arindam Tripathy seconded, and Gary Viers expressed support.

Outcome: Approved by recorded chat vote (16 yes; quorum met). Abel Hernandez was elected to serve as Faculty Council replacement for the sabbatical period.

VI. Adjournment

The meeting adjourned at approximately 2:29 PM.