

FACULTY ASSEMBLY RETREAT – FALL

Executive Council minutes

September 19, 2012, 8:30 am – 10:00 am

Expanded Executive Council: Executive Council, Standing Committee Members, and Faculty Senators

- Katie Baird welcomed the expanded executive council members to the meeting
- Katie and Jill Purdy are the new Chair and Vice Chair of the Faculty Assembly (FA)
- Katie and Jill encouraged the council to bring faculty concerns to their attention so they may share/discuss those concerns with the Chancellor and Vice Chancellors of Academic Affairs at their monthly meetings.

Priorities for upcoming academic year:

- Develop a formal process to improve leadership capacity and decision making. The decision making process must support the academic mission.
- Unit-Level Shared governance
 - Governance structure – Due to rapid growth of the institution, governance structures within units may not have kept pace with the growth of the institution. We are encouraging faculty to re-examine faculty policies and procedures within their own units.
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 - Clearly define faculty roles in order to develop our collective voice as we lobby for academic excellence
 - i.e. – Salary increase
 - ✓ There may be salary increases for all staff and faculty next biennium. The increase will be funded from our budget without funding support from UW Seattle or the State. A percentage of the increase could be a mandated across the board increase; however, there may also be money available for each unit to provide additional compensation beyond the mandatory increase.
 - ✓ Union negotiated contract must also be funded out of UWT's budget
 - ✓ Faculty Assembly, the Chancellor's office and the Provost will provide some guidance around the mandate, but development of the award process will be the responsibility of the individual unit
 - ✓ Each unit will decide how the non-mandated increases will be awarded at their unit level. Faculty within units should discuss and develop an award process that addresses the need of their unit to include compressions and offers. The discussion and development of the process must involve all members of the unit.
 - ✓ The process adopted by each unit will have to be transparent, and it must be communicated to staff and faculty. .
 - ✓ If units adopt a merit based process, they should also consider the 3+ years that staff and faculty were without increases due to the salary freeze that began in February 2009
 - ✓ The Strategic Budget Committee (SBC) has also been tasked with developing a list of guiding principles for raises that reflects the unified and sustained values of UWT staff and faculty
 - ✓ Summer money will be distributed across academic units, and directors/deans will have discretion on how it will be used.
- Proposal to Establish Campus Fellows: Create a task force to look at writing, investigate practices and provide recommendation to improve writing across campus, course and degree programs. The Chancellor's office is very interested in the proposal, but they are not

ready to adopt and fund the recommendation. The group would like to move forward with the task force using independent funding regardless of funding support from the Chancellor's office.

Amendment/Clarification of Code:

- The recent passage and adoption of Class A Legislation requires that all hiring decisions, for part-time and full-time positions, be made by faculty. Faculty can delegate the hiring decision of part time faculty to a subgroup of faculty but this decision must be made by faculty and revisited each year.
- Faculty were reminded that their voices and authority extend for the full year to include Summer Quarter despite a nine-month appointment period for some.
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Budget Update:

- SBC is not and will not serve as the faculty body that advises the Chancellor on the campus budget. This responsibility will now move back to the Executive Council (EC) that will develop an internal process to define their role in the consultation process. Jill will facilitate discussions to develop the internal process.
- The SBC requested and Debra agreed to provide a document of budget and budgetary decisions for the next biennium. This document will be similar to Ana Mari's memo detailing her list of priorities for funding allocation.
- The EC can rely on a set of faculty values and guiding principles which will direct our advisory role. We must also ensure that our collective voice and input are heard and considered at the decision making level
- We might consider creating a small task force to review and document our current processes and the processes of other campuses to include UW Seattle and Bothell, and provide recommendations for improvement to our processes.

Service on Boards and Committee

- Financial compensation for FA Chair and Vice-Chair and SBC chair are funded out of the FA budget.
- Chairs of standing committees are funded out of the Chancellor's budget
- The group is encouraged to think of creative ways to spend any EC surplus, which was a result of a support position that remained vacant for several months. The position may be filled with a full time, professional staff Administrative Assistant.