



Faculty Assembly Executive Council (EC) Meeting

December 12, 2012, 12:30 pm – 2:00 pm

GWP 320, Tacoma Room

Attendees: *Katie Baird, Jill Purdy, Zoe Barsness, , Donald Chinn, Nita McKinley, Orlando Baiocchi, Charles Williams, Matt Kelley, JW Harrington, Linda Dawson, Marcie Lazzari, Marjorie Dobratz, Luther Adams, Bonnie Becker, Tracy Thompson and Greg Benner*

Guest: *Elizabeth Sundermann*

Absent: *Sergio Davalos, Yonn Dierwechter and Rich Furman*

- 1) Standing Committee Reports (attached to consent agenda. No planned discussion)
- 2) Draft December Newsletter (attached, no planned discussion)
- 3) Updates, Announcements and Information
 - Salary and Unit-Level Processes: Update from EC members
 - Urban Studies is working to finalize their process.
 - IAS assigned the development of their salary increase process and procedure to Faculty Council without an opportunity for all IAS faculty to be included in the conversation. There were also no discussions or input in the decision that 75% of the anticipated 2-3% in discretionary fund for additional compensation will be dedicated to compression and 25% for extra meritorious. Representatives were encouraged to seek clarify from Faculty Council and share SBC's value statement and Faculty Affairs' report on salary increase with Faculty Council to encourage opportunities for communication / engagement. Katie and Jill are available to help facilitate the conversation and answer questions.
 - Lecturers ad-hoc Committee (Donald Chinn and Elizabeth Sundermann)
Faculty Affairs established an ad-hoc committee called Lecturer Affairs to investigate contingent faculty (part-time, full-time and senior lecturers who hold, respectively, term-to-term, yearly or three-year contracts) issues and recommend proposals for consideration. The committee has nine members with Elizabeth (Libi) Sundermann as the chair. Lecturer Affairs hopes to coordinate their efforts with other groups that may be working on similar issues.

The composition of the committee is 1 senior lecturer, 2 part-time lecturers, 3 full-time lecturers, and 3 tenure-track faculty.

The committee was charged by FA to:

- ✓ Educate UW Tacoma administration, faculty and the campus community as a whole about national trends in higher education related to the growth of contingent faculty.
- ✓ Investigate the existing processes of review and evaluation of part-time, full-time and senior lecturers and make recommendations.
- ✓ Investigate mechanisms, policies and practices that can create a supportive environment and provide part-time, full-time and senior lecturers with resources to enhance their teaching excellence and job security.
- ✓ Develop a set of criteria for part-time, full-time and senior lecturers regarding contract renewal, promotion schemes and issues surrounding the academic freedom of non-tenured faculty to enhance teaching excellence.
- ✓ Make recommendations to faculty and administration that will create a more engaged and committed faculty to benefit our students and the campus community as a whole.

Libi gave a brief overview of Lecturer Affairs' webpage. According to the page, a survey of UWT lecturers identified a number of concerns:

- ✓ Improving over-all job security to improve teaching for student success
- ✓ Ability for promotion
- ✓ Better salary
- ✓ Multi-year contracts indicating commitment from UW Tacoma
- ✓ Treatment and respect equal to that of tenured and tenure-track faculty
- ✓ Support for and recognition of research
- ✓ Mentoring and support from tenure-track faculty
- ✓ Clear recognition of accomplishments from administration

Faculty need to articulate an evaluation process that is thoughtful and based on the quality of teaching and not strictly on teacher's evaluation or other evaluation criteria.

The committee will review federal and HR laws, consider a competitive process for new hire and look at different faculty/lecturer models to determine the best model for UWT. Additionally, the book selected for this quarter's book club, *Embracing Non-Tenure Track Faculty: Changing Campuses for the New Faculty Majority*, also feature different faculty/lecturer models.

For more information on Lecturer Affairs, please visit <http://www.tacoma.uw.edu/faculty-assembly/lecturer-affairs>.

- Update: Budget (and hiring) process, timing and faculty role
On February 21, 2013, Debra will provide a draft budget overview proposed new hire for the next fiscal year. EC will provide advice and consultation on the draft budget.
- Information: IAS Resolution on future campus moves (Ingrid Walker)
Prior to the move this past summer, IAS was promised opportunities to engage in the planning process of the move, but planning for the move quickly progressed without engagement or sufficient communication which adversely impacted many IAS faculty. On December 7, 2012, IAS faculty met and issued a resolution to Debra that all office moves of IAS faculty cease until IAS administration, individual faculty involve and the IAS Faculty Council are able to meet with Debra and other relevant UWT administrators to mutually plan the next set of office moves as well as other permanent office location for IAS faculty. IAS faculty also requested for a full accounting of the move to date and the anticipated cost of the remaining projected moves. Debra responded to the resolution by acknowledging the impact on IAS, but she remains positive that a satisfactory resolution can be reached through mutual collaboration. She will also provide a full accounting of the move to EC and FA, which includes IAS faculty representatives, as soon as it's available.

Other units also expressed being negatively impacted by the move and requested that Debra meet with units that were strongly impacted by the move and schedule at least one campus wide meeting where Debra will be invited to address the concerns that resulted from the move, share her plans for moving forward and address the general topic of communication and transparency. EC members requested that the FA chair write a letter to the Chancellor communicating this as well as more generally the climate among faculty on campus.

- Update: Staff Hire
 - Four candidates will be interviewed on Dec. 28th. The preferred candidate will start in January.
- Update: Campus Fellows
 - All members elected to serve on the three Fellows ad-hoc committees have accepted. Nita McKinley will help coordinate discussions with the committees so they can develop recommendations that will go through APCC.

4) Campus Budget Follow-Up: Questions and Priority Information for Faculty

Katie and Jill met with Debra and JW to discuss the changing faculty composition. Debra believes discussions about faculty composition should occur in academic units because faculty need to be engaged in the discussion. Debra would like faculty and administrators in each academic unit to have a discussion about faculty composition and develop their vision of the composition and the reasons for the proposed composition. Each unit's vision will be considered in the budget discussion with the Chancellor.

- Members requested faculty data for each unit and a list of questions to help facilitate unit conversations about faculty composition.
- Members were reminded that faculty composition should also include consideration of diversity; race, age and gender.

EC discussed the impact that financial constraints of the current economic climate and the increasing number of contingent faculty have on the quality of the university and education, our ability to sustain the qualities of both, and retention rates.

- There are many reasons to hire non-permanent faculty: changing needs, sudden needs, and financial uncertainty.
- EC would like to see line positions filled in order to meet enrollment target and contingent faculty with equal voting rights empowered to voice their concerns.
- EC requested clarification from Debra on our flexibility to hire in a climate with decreasing financial investment from the state, more clear communications on her vision moving forward and opportunities to implement their visions of faculty composition.

5) Statement of Values that Guide the Awarding of Annual Salary Increases (Zoe Barsness)

- Zoe shared the statement of value that was developed by the Strategic Budget Committee. Katie and Jill both serve on the SBC and they shared that the process was inclusive, thoughtful, and deliberative.
 - EC moved to endorse the document and it was accepted without objections.
- Harlan will be invited to attend the January 9, 2013 EC meeting to answer more budget questions.