

UNIVERSITY OF WASHINGTON TACOMA
Faculty Assembly Faculty Affairs (FA) Minutes
Wednesday, March 7, 2012
8:45-10:00am
GWP 303

Attendance: Donald Chinn (Chair), Erin Casey, Sergio Davalos, Denise Drevdahl, Johann Reusch, Matthew Weinstein, Katie Baird (guest), and Linda Dawson (guest)

1. **The minutes from February 22, 2012 were approved with modifications.**
2. **Discussion of faculty issues concerning Lecturers.**

Linda Dawson (Lecturer, IAS) and Katie Baird (Faculty Assembly Vice Chair, IAS, Associate Professor) discussed with the committee issues regarding the hiring, treatment, and promotion of Lecturers at all ranks, part-time and full-time. There was a lengthy discussion of the issues and implications for faculty life and the future of the institution.

Some issues raised, many of which are interrelated, include:

- More credit hours are taught by Lecturers than before. This is understandable given the greater number of Lecturers hired in recent years because of financial difficulties. However, since there are now a greater number of Lecturers, improving the working conditions of this group of faculty has become more important.
- Teaching in lower division and freshman core. A greater percentage of courses in lower division and freshman core are being taught by Lecturers than previously. The concern here is that students taking such courses should have some exposure to tenure-track faculty before they enter their major.
- Promotion and career paths for Lecturers. For example, it apparently is a rule in Academic Human Resources that in order to be promoted to Senior Lecturer, a Lecturer must have been appointed his/her position via a national search. As a result most Lecturers cannot be promoted and do not have multi-year contracts. This has adverse effects on faculty morale (not just for the Lecturers, but for all faculty) and on teaching effectiveness.
- Voice in faculty discussions. Because most Lecturers do not have long-term contracts, they have less motivation to participate in faculty life and faculty discussions.
- All of these issues impinge on faculty life, the intellectual environment of the university, and shared governance.
- (Informational point) UW Seattle Arts & Sciences expects scholarship/research for Principle Lecturers.

Motion: A document shall be created that outlines the issues concerning appointment and promotion of Lecturers at all ranks. (moved: Reusch, seconded: Weinstein) **Approved 6-0.**

The committee considered administering a catalyst survey as a way to identify all of the issues affecting lecturers.

3. Continued discussion of the interviews so far.

There was a brief update on the status of the interviews. Four more faculty interviews were assigned to committee members.

4. Evaluating teaching effectiveness.

There was a brief discussion about examining assessment practices regarding teaching effectiveness. The discussion focused on the purpose of such investigation. The primary purpose of such an examination is to improve the feedback mechanisms regarding teaching. It was noted that issues related to the assessment of teaching are related to some of the issues raised concerning the mentoring and promotion of Lecturers.

Chinn will collect information from UWT faculty who have looked into this issue before.

5. The meeting adjourned at 10:00am.