

Faculty Affairs Committee (FAC) Minutes

January 15, 2015; 11AM-12PM; GWP 320

Present: *Tyler Budge, David Schuessler, Gim Seow, Matthew Weinstein, and Anne Wessells*

Absent: *Katie Haerling*

1. Housekeeping

a. Review and Approval of Minutes

Matthew Weinstein moved to approve the minutes from November 20th, 2014. Tyler Budge seconded. The minutes were approved unanimously.

b. Updates from Executive Council

- i. **Faculty salary policy proposal:** Jack Lee, Senate Committee on Planning and Budgeting Chair, will present at the January 23rd Faculty Assembly meeting. It is extremely important for the Tacoma campus to give feedback.
- ii. **Retention rates:** nothing to currently circulate, but it is a big focus for the Chancellor and VCAA.

2. Growth: Faculty Work Load

General Concerns

- i. **Repetition:** If each member were to survey each unit, the units will be bombarded for feedback. It seems that, each year, this committee produces the same report wrestling with issues unit-by-unit. The COACHE initiative leadership report also focuses on a lot of the same issues.
- ii. **Relationship with UW Bothell:** Information compared with the Bothell campus might discover different approaches or recommendations. Kenyon Chan, Interim Chancellor, would have information and connections due to his career at UWB. There is resistance on Tacoma's campus to be like Bothell.
- iii. **Leadership Changes and Core Values:** The ambiguity of campus leadership impacts campus identity. Urban-serving is the only core value stated and followed-through on. The committee could ask units what their core values are, what those mean, and how it shapes their work.

Campus Growth Focus Issues

- i. **Teaching load** (the pros and cons of reduction; graduate vs undergraduate courses; tenure track vs non): There is a pattern of growth in teaching load. Work load goes beyond teaching load, but teaching load gives us a litmus test.

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Besides course load, there are credit hours and Full-Time Enrollment concerns. The committee could also talk to the Registrar, deans and directors.

- ii. **Informal mentoring and advising:** Data regarding mentoring and advising would be difficult to gather and quantify. It seems that it is up to the individual and their approachability. This subject would not create policy. Science and math faculty have a requirement of 7 students to mentor at a time. The committee concluded to remove this idea from the list.
- iii. **Shared governance and service to university and community:** Associate Professors have been found to carry the majority of service roles. The committee should look at rank, title, and unit inside campus-wide committees and intra-unit committees. Within the School IAS, the committee should look at divisions versus unit-wide. Service to the community is amorphous and challenging to represent. The committee agreed to remove “and community” from this category.
- iv. **Research (course releases versus unpaid):** The COACHE report noted that research is a core value. There are more resources on campus than ever to help faculty, but faculty have less time for research. Almost half of the faculty in the School of IAS are non-tenure track and so it is unnecessary for them to research. In Seattle, there are graduate students to do the research work.
- v. **Curriculum and program development (degree development, inter-unit coordination, steps on path to become independent from Seattle):** The new Director of Curriculum Development may be seen as a threat to faculty governance since curriculum is part of the faculty’s purview.
- vi. **Accreditation and professional preparation (guiding students into the workforce, institutionalizing within programs, relationship building with off campus entities, including recruiters):** Accreditation is a localized issue, not necessarily a campus-wide concern.

The committee decided to focus solely on “Teaching load” and “Shared governance and service to university.”

3. Tasks/ Next Steps

All FAC members to

- Look over the past reports from FAC and COACHE leadership to spark and narrow down ideas and focus.
- Draft a schedule of what data to gather and when to comprise the committee’s end-of-year report; this should include childcare goals and timeline for Harlan Patterson, Vice Chancellor, Finance and Administration, and Cedric Howard, Vice Chancellor for Student and Enrollment Services.