

Faculty Assembly Executive Council (EC) Meeting Minutes

March 14, 2014, 9:00 – 11:00 AM; WCG 322

Present: *Katie Baird, Zhiyan Cao, J.W. Harrington, Matt Kelley, Rich Furman, Nita McKinley, Jill Purdy, Orlando Baiocchi, Linda Dawson, Kenyon Chan, Denise Drevdahl, and Huatong Sun.*

Absent: *Sergio Davalos, Kelly Forrest, Greg Benner, Sam Chung, Janie Miller, Amos Nascimento, Michelle Garner (sent substitute: Rich Furman), and Doug Wills.*

1. Chair's Report

- A. Jill introduced Interim Chancellor Kenyon Chan. Chancellor Chan noted he will chair the chancellor search and sought faculty input on campus vision, the kind of leader wanted, and faculty members who might serve on the committee to search nationally for someone experienced with urban-serving universities. Candidates will visit campus in the fall and be selected before Christmas. EC agreed to review nominated faculty at its next meeting to provide Kenyon a list.
- B. Jill noted at the next meeting, how lecturers might be represented in EC will be discussed.
- C. Senate Special Election Results: Jill announced that Ali Modarres, Jim Gawel, and Loly Alcaide Ramirez were elected and that Huatong Sun had been nominated for the election.
- D. Jill solicited comments on the Faculty Newsletter to be sent to Mary, Nita, or herself. Verbal feedback was positive. Jill suggested that EC reps place a printed copy in unit mailrooms.
- E. Representing Faculty Assembly Issues in your Unit: Jill suggested EC reps set up a regular meeting with director/dean and faculty council, if there is one so that the structure may outlive each person's term and that governance can be effective.

2. Consent Agenda

The consent agenda was accepted, with revision to the 1-31-14 meeting attendees to note that Rich and Denise sent substitutes, Michelle Garner and Robin Evans-Agnew, respectively.

3. Faculty Admissions Task Force Proposal

An Admissions Task Force of several faculty is proposed to meet four times during Spring quarter to review files and advise Admissions on holistic review criteria. Jill proposed that service on this task force should be uncompensated because it is a limited amount of service with leadership and structure provided by Karl Smith. A motion to create such a group was made by Nita; Denise seconded. All were in favor and none opposed and there were no abstentions. Jill asked for EC to look collectively for representatives that have diverse perspectives.

4. VCAA's Report

- A. The Regents and IAS Becoming a School: The Regents were told yesterday IAS means to become a school; they didn't need to vote on it yet, but are aware of the motivation to recruit a dean. J.W. said getting a dean might wait for a Chancellor. One EC member commented that waiting until summer 2015 would be a mistake for such a crucial position.
- B. Non-Mandatory Promotion approved by the Provost: Tom Diehm and Alexis Wilson were promoted to Principal Lecturer and Ankur Teredesai to Professor. A question rose if there is a satisfactory process in place to promote from Senior Lecturer to Principal Lecturer and if it could be formalized and placed in the handbook. J.W. said that Alison will be involved. Jill will look into where a vote needs to happen: campus-wide or EC.

5. Faculty Affairs Survey on 2013 Merit Review Process

Jill asked EC to remind faculty to participate and asked for EC's input on the process. Critiques of the survey included (1) lack of an 'I don't know' responses and (2) lack of unit information.

Suggestions include

- Ask each unit for a description of how they carry each of these actions out.
- Provide information on how the results could be used and disseminated to faculty.
- Utilize a focus group to see if this process was fair.

EC will hear the results on April 25th.

6. Additional 2% Merit Pool for 2014 Salary

Jill noted that salary adjustments will take place in July, rather than in September, this year. The Provost has instructed units to award 2% merit salary adjustments with a pool of 2% to cover issues such as compression, equity, and merit. Each of UWT's units would be allocated 4%, but how to use those percentages needs to be decided. Jill asked for discussion about which issues need to be addressed and prioritized this year involving compression, equity, and merit. She also noted that diversity characteristics are not tracked outside of gender.

J.W. indicated that 1.5% of the additional 2% would likely be distributed to all meritorious faculty because of the long delay in increases. A question was asked why it cannot vary by program. J.W. suggested that there continue to be some leeway for units.

Faculty raised the following issues:

- A. Coercion or power issues between senior and junior faculty.
- B. Some units having a higher percentage of lecturers.
- C. Long careers at UWT being taken for granted and lack of financial incentive to stay.
- D. Salaries need to reflect merit and not just time of service.
- E. Different methods of voting; faculty agreed on secret ballot as a process recommendation.
- F. EC doesn't know how the recommendations were used to award raises; power lies in the decisions made.
- G. There will be a gap of knowledge if not all the guidelines are broadcasted well.
- H. Online discussion may not be the best format; questions were asked and not answered.

J.W. stated that in the vast majority of recommendations, the dean and director agreed with what the faculty had recommended, but, even still, there is a need for leeway so that a director or dean may make their own recommendations. Jill stated that each unit should have a conversation about what level of information they would like to share to make decisions. She summarized that the spirit is transparency and the process is to minimize the extraneous factors. Jill and the faculty agreed that a guiding document from EC needs to circulate giving advice to units, but letting them make their own processes. Advice might consist of process concerns such as power and voting procedures as well as content concerns including providing information regarding current salaries, recent raises, compression and equity. Jill agreed to summarize the advice so that EC could review it at a future meeting.

7. Budget Requests for New Faculty Positions/2014-15 searches

EC members reviewed past and current faculty position requests. Rich made a correction that Social Work had three approved faculty searches to occur during 2013-2014 rather than five. Some information was available regarding unit growth rates in student FTE and credit hours. J.W. shared a new graph noting that the IT and Social Work are growing rapidly, Education continues at a steady rate, and the other programs are growing at the standard campus rate. The majority of

lecturers on campus are not funded through regular/'permanent' allocations. EC's primary focus is to advise on searches for 2014-2015 for faculty to start in fall 2015.

J.W. said that UWT will not hire just because someone retires, but rather will staff programs based on goals and needs. Criteria for new positions may include:

- A. Recently vacated positions with a need of great stability.
- B. New initiatives with faculty support. For example: Urban Studies has been growing because their director came in with this mandate to grow this program.
- C. Availability of targeted funding to encourage stem enrollment that Debra fought for IT at UWT to receive a certain portion.
- D. Fee-based programs that will grow on the fees alone.
- E. Research positions are paid by research funds.

Units receiving faculty lines will be required to make written commitments to the core and to the lower-division curriculum.

EC members wondered how many of the requests would need to be denied. J.W. noted there could be about 20 new positions with others being replacement positions. Jill noted that last year, 30 positions were funded out of 37 requests. This year there are 38 requests, but nine of those are replacing non-competitive, and therefore are not new, and at least 3 are replacing part-time lecturers to create long-term positions; so about a dozen positions are not actually new. This leaves about 26 positions requested as new, and 20 of them will be approved.

Members asked why last year's proposed positions that were not supported. J.W. responded that the rate of growth did not support them and some listed positions were just ideas and not really to be considered. Jill stated that EC should be concerned with adequate intellectual heft in a field.

Members mentioned concerns about staffing related to redundancy across the campus in certain courses, using gender studies as an example. More synergy was requested, versus programs becoming siloed. Classes can be cross listed or made equivalent, but the challenge is in sequencing the time schedule for students to stay on course for graduation. The idea of reducing redundancy was countered with data showing that psychology students do better when the statistics are surrounding the subject material they are choosing to study. Another concern is whether classes are filling. Members agreed this is an important topic for future discussion. Jill said that Ginger MacDonald shares a list of all new proposed programs with APCC and could share it with EC also. Faculty stated they would like that and asked if the Strategic Directions Committee would work on this. Members agreed a campus wide discussion of growth plans was needed.

Faculty asked about the mix of the positions being hired and if EC is happy with the created 50%-50% mixture of lecturers and professors. Jill sees that IAS is continuing to fill their slots with lecturers and wanted to know if this is best. J.W. stated that the bulk of IAS is made up of lower-division students. J.W. said that it is very confusing that the university code states that a unit votes to hire, but there is no separate vote on rank. Faculty sees a lot of one-year hires that don't have history or investment in the institute or even the same job description

Jill and J.W. will work out when Harlan and Jan can come to an EC meeting to hear EC's advice on the budget. J.W. said that faculty should have already weighed in at the unit level. Jill agrees that there needs to be an annual process, practice, or cycle for units to discuss budget items as faculty.

Meeting Adjourned.