



Faculty Assembly Executive Council (EC) Meeting Minutes

Friday, January 31, 2014; 9:00 – 11:00 a.m.

Tacoma Room, GWP 320

Present: *Katie Baird, Greg Benner, Zhiyan Cao, Sam Chung, Michelle Garner, J.W. Harrington, Matt Kelley, Nita McKinley, Jill Purdy, Orlando Baiocchi, Sergio Davalos, Linda Dawson, Kelly Forrest, and Huatong Sun.*

Absent: *Denise Drevdahl (sent substitute: Robin Evans-Agnew), Rich Furman (sent substitute: Michelle Garner), Janie Miller, Amos Nascimento, and Doug Wills*

1. Honoring Chancellor Debra Friedman

A. The EC observed a moment of silence.

B. Jill asked the EC for discussion on how to make a contribution to honor Debra.

- Robin Agnew suggested the American Lung Cancer Association walk in June. Faculty regarded that it would be educational and a physical action.
- J.W. suggested something to honor Debra for years to come, something ongoing such as naming some sort of faculty-student interaction event, internship, or research funding.
- Matt noted a plan to name an existing lecture series in the Urban Studies program for Debra.
- Nita supported naming the research funding program because it is already something in place and ongoing.

Jill requested EC members share other ideas as they arise.

2. Consent Agenda

January 14 Executive Council Meeting Minutes were accepted without dissent.

3. VCAA/Chancellor's Report

- A. J.W. remarked that Debra would have insisted that UWT stay on course with the mission of access and seeing students all the way through. J.W. asked the EC, as a leadership group, to continue with a can-do attitude of problem solving rather than roadblocks or finger-pointing. J.W. asked EC to be thinking the strengths of people around them and to see what they could become, as Debra had been mentoring quite a number of people.
- B. The President and Provost visited and spoke on Tuesday, expressing their support and admiration of this campus and what Debra did for it. J.W. and Harlan have been delegated authority temporarily. On Feb 20th, the Provost and Jerry Baldasty will interview UWT leaders on needs and concerns, including the faculty government leadership. An interim Chancellor will likely be named in March. Then, the President will select a search committee, which typically includes administrators and faculty from all three campuses plus a student and community member from Tacoma. Search committees are advisory and often use consultants to assist them. The process is highly confidential. Candidates likely would come to campus in autumn and a new Chancellor appointed between January and July 2015.
- C. J.W. noted UWT is hiring 30-35 faculty positions to begin in fall. Five or six of those will probably be colleagues that have served in non-competitive positions; those positions are not seen as growth but rather as stability.
- D. The annual budget meeting with the Provost indicates that state allocations are unlikely to change mid-biennium. Undergraduate tuition will remain level for the upcoming year. Our growth in the coming year will be based on growing student population.
- E. The Regents will meet at UWT on the 13th of March. Students are likely to be featured.
- F. UWT has retained two consultants through AACRAO (American Association of Collegiate Registrars and Admissions Officers) and they will be on campus during the week of 10th to meet with faculty and staff.

4. Vote on Policy for Forming Schools at UWT

- A. Executive Council reviewed the guidelines that J.W. proposes to send to the Provost regarding the formation of new schools at UWT. Jill requested changing text that reads “Executive Council” to “Faculty Assembly Executive Council.” No further concerns were noted. A motion was made by Katie to accept the UW Tacoma General Guidelines and Process for Formation of Schools and seconded by Linda.
- During discussion, Sam asked the implications if EC accepts this draft. Jill responded that J.W. will send it forward to the Provost’s office to say that administrative and faculty agree on these guidelines; we are creating our own policy.
 - Orlando point out that there was language that says that schools will be headed by deans, but doesn’t say how deans will be selected. J.W. noted that deans must be appointed by the Regents and therefore a search is always required.
 - Katie asked how this document was prepared. Jill noted the document had circulated widely for more than six months. J.W. drew from UW Bothell’s policy but ours is much shorter.
 - J.W. pointed out that campus wide governance would remain in place (such as curriculum review). This design allows UWT to have programs and schools on the same campus and to collaborate across them. He noted that we can change this if desired in the future.

The motion was approved by a vote of nine in favor, none opposed, one abstention.

- B. Executive Council reviewed the proposal for IAS to become a school at UWT. Matt asked if the EC needs to make a formal vote as a recommendation/suggestion or can we actually veto the process. J.W. said that the decision to become a school was made by vote of the faculty of the program and EC’s vote is advisory. A motion was made by Nita to recommend that IAS become a school and seconded by Matt.
- During discussion, Sam asked when this would become effective. J.W. noted it has to go through the Provost, President and Regents. Jill estimated that it would not be earlier than April, most likely July.
 - J.W. noted that an IAS school headed by a dean can positively affect the search for a Chancellor.
 - Sam asked if the director could be the dean. J.W. responded that the director could be included in the search, but there must be a search. Sam asked how the search would address issues such as salary and how a director would be treated in comparison with a dean. J.W. noted that this was why a previous Provost didn’t want deans on this campus. However, our directors are compensated well, so the cost for a dean would not be much higher. IAS did a lot of work this summer to set up resources in support of a dean of IAS.

The motion was approved by a vote of ten in favor, none opposed and no abstentions.

5. Faculty Role in Admissions

Jill identified two areas of need for faculty involvement in admissions: (1) a faculty panel to assess holistic review and (2) an ad hoc faculty appeals board. The holistic review team would read 20 applications of first year students and 20 applications of transfer students and recommend criteria for admission to be used beginning fall 2015. For the faculty review panel, Jill suggested having a small group like a Campus Fellows group that would report back to the EC.

- Katie remarked that the faculty is interested in retention and suggested the holistic review task force evaluate how students succeed throughout their years at UWT.
- Jill recommended instead that EC focus on those issues and advise on the findings of the College Board study of admissions and retention.

Jill said a plan for the structure of these committees would be offered at the next meeting.

6. UW College in the High School

Guest: Karl Smith, Associate Vice Chancellor and Chief Admissions Officer

- A. Prior to the meeting, Karl provided documents to the EC via e-mail including the UW Accelerated Program Handbook dated October 2010, a report on the UW High School Student Survey from 2012-2013, and the 2013 UW Accelerated Program Student Application.
- B. [UW in the High School program](#) (UWHS) allows high school students to earn college credits in high school classes (dual credit). The nationally-certified program is taught by high school teachers who are trained by UW professors to deliver UW course work. 940 students have enrolled in the program. The average GPA is a 3.41. Education Outreach (EO) would like the Tacoma campus to accept credits from this program. The state asked Tacoma to run a dual enrollment program; dual enrollment programs are particularly popular with minority students. This program, [UW Accelerated](#), would mean going after higher-performing students at high schools. Numerous South Sound high schools are already offering the courses. UWT would be able to market and message to the students already interested and would partner with Tacoma, Puyallup, Peninsula and Federal Way school districts. This approach fits into Pathways to Promise.
- C. Faculty discussion addressed a range of issues:
- Sam asked if it is different from Running Start. Jill said that Running Start is program where a student leaves their high school to attend community college, while UWHS uses UW curricula in the high school.
 - Sam asked how the courses are assessed. Karl noted that courses are set up as equivalent to approved UW courses. Teachers have to apply, be selected and trained by UW Seattle. If UWT wanted to have specific courses and train from here in UWT, it is possible. Based on the GPA of students and enrollments at UW of students that have used this, it looks like a strong program.
 - Sergio asked how UW faculty and high school teachers are being compensated. Karl said teachers are compensated at the high school level with clock hours at the least.
 - Sergio inquired about other accelerated programs. Karl said that [UW Accelerated](#) requires an admissions process before entry and a limited cohort is accepted. UWHS does not require admissions, just registration for UW credit. Kentridge is the only school currently in the UW Accelerated program.
 - Sergio asked about what schools were included as “other” in the student survey. Karl replied this category was large because some schools offer only one course. These schools include some in eastern Washington.
 - Sergio noted there might be a high correlation between parents with degrees and the success rate and number of students in the program. Karl said that there might be a correlation between who is enrolled and the cost of the program. UWEEO does waive some fees based on family income. A lot of schools would prefer that students stay on their campus versus going through Running Start but the state currently funds Running Start and not UWHS. However things are changing in the funding realm.
- D. Jill suggested several considerations regarding UWHS:
- 1) UWT’s design for this would determine what kinds of schools and which students can participate.
 - 2) If it is run by EO, how much control or influence will UWT have over students that will be included in this program?
 - 3) One of the appeals to this program is that it reaches backward into the K-12 system so that we can reach our retention goals.

She asked how it would affect CORE classes if students start at UWT entering with 45 credits. Karl answered that the first cohort would be 30 students so initial impact is small.

- Katie solicited more information on how this is going at Foss High School. Karl responded that there is a math course there and noted that math and English courses are popular in the high schools. Katie asked what this program adds since Foss has an International Baccalaureate (IB) program. Karl responded that it gets students to think about coming to UW Tacoma. Programs like IB and Advanced Placement means different things at different universities, whereas UWHS credits have clear meaning at UW.

- Greg suggested, that we label UW Accelerated as a Pathways to Promise option. Greg questioned whether the funds generated from this go to Seattle or Tacoma, and if it goes to Seattle, how we can negotiate a percentage. Jill believed that it is an EO program and no funds come to any campus. J.W. asked if the training is being done by EO-employed faculty. Karl remarked that the training is being done by the academic departments but he does not whether or how faculty are paid.
 - Jill said the credits would remove students from CORE courses and we'd lose their tuition, but UWHS might increase the number of transfer students. Karl noted that we might gain new students from outside the immediate area. EO has agreed to let UWT come to the high school classes and recruit as part of the program. Jill noted that UWT has some influence in the design in what courses look like and count for as credits.
- E. The key question for EC is whether UWT would accept students with UWCHS credits in this program under assured admissions.
- Jill noted that both Seattle and Bothell have already made this agreement. Karl agreed; Bothell agreed to 35 students. It seems right now that it is an assured admission program for high achieving students. Linda commented that she liked that UWT could place a cap on the number of students. Jill noted that if the legislature wanted to fund this program in the future, UWT would have data and if it is funded, the students may be more interested in doing this.
 - Greg thought this could be a way to honor Debra: to open doors to low-income students in the Tacoma area. Katie added that she would also be excited to see the high achieving student enter our doors. Sergio noted this might help students see the option of graduate school.
 - Greg repeated his concern that funds might go to EO and that we would lose dollars and students from CORE courses, and inquired how UWT could benefit from UWHS. J.W. thought if numbers were limited and Seattle is doing all the training, then it would benefit us to have high achieving students as role models here. With a large number of students, we could renegotiate.
 - Linda pointed out this is a UW accelerated program, not a UWT specifically branded program. Her concern was that the students may still want to go to Seattle instead of UWT. Jill agreed, but said UWHS could improve UWT's access to good students. Karl suggested bringing students on field trips to the Tacoma campus or offering for-credit courses during the summer.
 - Michele stated that it is confusing to say guaranteed admission but place a cap how many students are accepted. Karl said that there was no problem with capacity at this point. Admission thresholds can be adjusted if the number of applicants is high.
- F. Jill asked Karl if there was faculty support at this time, what would happen next? Karl said that a big event could be held in Kentridge because this program is already taking place there. In Pierce County, this could be built into the Pathways of Promise.
- Kelly wondered how this affects high-achieving students that don't fit into the slots or can't afford the program. Karl responded that with Tacoma, there is confidence that the school district will pay for the course, but it is unclear with other school districts. J.W. said that admitting students through UW Accelerated does not reduce available spots for other students.
 - Katie voiced that she is in favor of working with the public school districts, but is not sure if this is the right way to do it. She wondered about the role of direct admissions. Karl said he is also thinking about adult learners and college transfers; a partnership with TCC is possible.

Jill asked for an informal vote of support as to whether EC would support a plan to accept UWHS credits. Nine voted in favor; none opposed and no abstention.

7. Updates from Standing Committee Chairs

Sam updated EC on the work of Faculty Affairs, noting that a lot of faculty do not know much about 7 in 7. His committee generated ten questions about it based on faculty surveys, such as 'what is the relationship between growth and strategy?' Sam requested this be on the agenda of the next all-faculty meeting.

8. Good of the Order

- Juliet asked if we need a centralized place to put all the information on 7 in 7 to tie all these documents and discussions together. Sam said it was possible.
- Greg reported that APT has completed all the non-mandatory cases and now just needs to choose a chair for next year. Jill added that APT might need to contribute to the Anthem Sessions coming up as well.
- Linda asked if there is a policy change regarding promotion for senior lecturer, and inquired on the status. J.W. responded that it is bound up in the faculty code of who needs to be told what in a promotion process. A major part element is the Provost's requirement that we need external letters of recommendation. Those promotions are non-mandatory. He would prefer to wait to see if the Provost approved the recommendations that the Chancellor's office is working on.
- Katie inquired on merit review update, whether or not it has been made public, and if the information could be available by unit. J.W. responded that in the small units, this would inherently reveal statistics on particular people, but that he would share data with EC via email. Katie noted the faculty will want to know the relationship between what they voted for and what actually happened. Jill and J.W. agreed but said it would be difficult to track the effect of the faculty's voice on decisions. She asked what the timeline is for next year's raises. Jill stated that raises start in July because of the fiscal year.
- Jill told EC that in the next meeting Jack Lee will discuss the new salary policy. It radically changes the merit review and pay system. Jill asked EC to invite and include colleagues, dean, directors and chairs.

Meeting Adjourned at 11:00 AM