



Faculty Affairs Committee Meeting Minutes

October 28th, 2015 9:30-10:30pm CP 303

Present: Marcie Lazzari; Margo Bergman; Ann Frost; Susan Johnson (substitute for Katie Haerling Fall and Winter quarters); Greg Benner; Marian Harris.

Absent: David Schuessler.

1) Consent Agenda

Approval for October 12th, 2015 meeting minutes were postponed till November 18th, 2015.

2) Meeting Schedule/Frequency

Discussion: Members discussed their availability and settled on Wednesdays, 9:30-10:30 during Fall Quarter, Wednesdays, 12:30-1:30 during Winter and Spring Quarters. Committee will meet monthly, unless workload requires meeting more frequently.

Action: Administrative Coordinator will email absent member to see if his availability lines up with what was decided and continue to conduct the scheduling process.

3) Lecturer Affairs Reinstated

Presentation/ Discussion: Marcie Lazzari, Chair of Faculty Assembly, announced that the newly reinstated Lecturer Affairs Committee is meeting. She encouraged FAC to connect with Lecturer Affairs chair, Linda Dawson, about when they should report to FAC.

4) Charge Items

Discussion:

Diversity

- EC is crafting a Resolution to support marginalized UWT community members
- Question: Should diversity issues fall to FAC or should EC commission another standing committee? Or another Ad Hoc of EC?
- There should be a more permanent diversity committee because these issues won't go away soon
- Committee supported the idea of starting a new standing committee that would be under EC, according to the by-laws
- Member commented that having a council devoted to diversity issues highlights that it is a serious issue to *always* be working on; communicates that faculty will stay vigilant and always consider diversity a priority
- FAC could look specifically at diverse representation within the faculty:
 - Do faculty who are under-represented feel included; feel fairness
 - FAC should deal with faculty life
 - Faculty climate affects the students
 - How do we draw people here that are diverse?
 - How do you specifically look for diverse faculty?
- Making a standing committee for diversity issues makes a statement
- Chair of FAC, Marian Harris, emailed Sharon Parker, Assistant Chancellor for Equity and Diversity, asking for the data from the Black Lives Matter event
 - Chair will also seek access to data within a report made by the Assessment Committee that she was on
 - Deans/Directors were contacted at that time and asked specific questions regarding diversity
- There was a Chancellor's Diversity Task Force in the past – is that still in play? What has taken its place?
- Currently, Faculty of Color meet with the Chancellor
 - Sharon Parker chose people for this committee
- Incivility is the new way of expressing bias
 - More subtle
- Committee member brought an NPR article to the group about how taking time to find common ground with students raises student GPAs

- Article had research behind it
- Administrative Coordinator will forward article to committee
- There are trainings that encourage faculty to share/find common group
 - Could it be offered at UWT?

Childcare

- Committee members are in favor of the new partnership between UWT and the Tacoma Children’s Museum
- Questions of pricing/affordability, especially for students
 - What can students pay?
 - What resources are there for students? State resources?
 - Are they charging on a sliding “V” scale?
 - Need to look into
- What is the possibility to have infant-care (for children 18 months and younger)?
- What are the policies around students bringing their children to class?
 - Differs by department and up often up to discretion of the instructor
 - Should there be a wider, more uniform policy?
 - It could broaden access
- The childcare at the Tacoma Children’s Museum ends at 6pm
 - Open longer than other daycares
 - But not open late enough to accommodate evening classes
- The Tacoma Children’s Museum Childcare is a good first step, but there is need for more/other options for faculty, staff and, students

Action: Member offered to draft a survey with childcare questions geared both toward faculty and students (Needs? Affordability?)

Growth

- Faculty want to have a voice in growth process
- Currently, there is a sense of waiting on the Strategic Planning Committee, who are still gathering information before they present a plan
- What is FAC’s role in addressing growth?
- What are faculty concerns around growth?
 - Increased work
 - Increased enrollment without proficient hiring
 - Time matrix issues
 - Parking
 - There needs to be infrastructure to grow
 - Commuter Trip Reduction policies – penalties from City?
 - Office Spaces
- Leadership
- A Plan for Schools/Colleges
- Mission statement defined/considered
 - Identity: Who are we? Are we Urban Serving? What does that mean?
- Member proposed that FAC write recommendations to Strategic Planning Committee
- Better training for those on search committees
 - Training that targets implicit bias
 - It’s good to reflect, be honest, and consider how to improve

Overall Action: Committee members will continue to gather data on diversity issues, draft a survey about childcare needs, and consider charge items for 2015-2016.

5) Adjourn