



Faculty Affairs Committee Meeting Minutes

November 18, 2015 9:30-10:30pm CP 303

Present: Margo Bergman; Susan Johnson (substitute for Katie Haerling Fall and Winter quarters); Marian Harris.

Absent: David Schuessler; Ann Frost; Greg Benner.

1) Consent Agenda

Approval for October 12th, 2015, October 28th 2015, and November 18th, 2015 meeting minutes will be done via a catalyst survey since there were not enough members in attendance to reach quorum.

2) Meeting Schedule

Discussion: Members solidified the meeting schedule for the 2015-2015 academic year.

Action: Administrative Coordinator will email schedule and reserve rooms.

3) Lecturer Affairs Membership

Presentation/ Discussion: Chair, Marian Harris, is attempting to establish contact with the Chair of Lecturer Affairs, Linda Dawson. The membership on Lecturer Affairs Committee is made up of only faculty from SIAS. When Linda reached out for volunteers for this committee, only lecturers from SIAS responded. FAC members will reach out to lecturers in their departments to try to get more diverse representation on LAC.

4) Charge Items

Discussion: FAC will eventually receive their official charge from EC. The Executive Council is currently working on a Resolution in Support of Diversity. Once they have a clearer idea of this Resolution and the work that needs to be done, then EC will communicate to FAC a more specific charge on diversity.

Action: Chair of FAC will bring a copy of the Resolution to FAC's next meeting, as well as, email out the copy of the Black Lives Matter Document from Sharon Parker. The committee will read it and then discuss it at the next meeting.

Diversity

- Look at diversity from the faculty stand point
 - What are under-represented faculty member's experiences?
 - A similar experience across academia is that they come, have no support, and then leave
- Chair, Marian Harris, shared her perspective as a faculty member of color at UWT:
 - Hard and hostile; especially to women, and women of color
 - Uprooted whole life to come to UWT
 - Requested to see a diverse community at her colloquium
 - Made tenure first priority
 - Stayed focused despite changes within program and university
 - Stayed out of politics
 - Made friendships outside of academia that helped her keep her sanity
 - Kept an open door to students, mentoring them and meeting with them despite time pressures
 - Saw a lot of colleagues leave because the environment was too hostile
- People say they want diversity, but hiring doesn't reflect that
- How should FAC address these needs and issues?
- What is each unit's plan for diversifying faculty?
 - New dean search in Business: one criteria is finding a person with a plan for diversity
- One member's area of research is bullying and abrasive contact in the workplace
 - Also, as this university is claimed as her community and home, there is a sense of moral obligation to bring forth conversations about making it a safe space
- Engaging in conversations about how to have UWT be a safe space can begin small and ripple outward
 - These conversations should be opened to everyone to encourage a sense of community

- There shouldn't be environments where people are afraid to speak and have to leave to maintain their integrity

Childcare

- Two members had begun to draft a survey on childcare needs
 - Learned that there had been a similar survey previously conducted, perhaps by Anne Wessels, who chaired FAC 2014-2015 when they also looked into childcare
- Questions include:
 - What do you currently pay? What are your childcare needs?
 - What childcare time-frame do you need?
 - What is your awareness of the new UWT and Tacoma Children's Museum partnership?
 - What barriers are there for you in taking advantage of this new childcare opportunity?
 - What do you do when your child is sick?
 - Does your program have a childcare/child-in-class policy?
 - Social Work's policy is that it is up to the instructor
- Vouchers for childcare:
 - How do students find out about them? Do they provide a list of daycares that will take them?
 - How much money are they good for?
- Information regarding these resources should be widely disseminated
- What is UWT's official policy on breastfeeding?
 - There is a law for the workplace, but not for students
- The Staff Association also brought up staff concerns about the lactation station availability and cleanliness
- Members looked up current UWT lactation station, as well as, UW Seattle and UW Bothell's lactation station availability
 - UWT has one on the 4th floor of GWP; no sink. Access code given by Student Engagement/ Family Support Services
 - UW Seattle has eight, mostly in the medical buildings; UW Bothell's site does not list any
- There is a need to bring awareness about policies
- Current childcare surveys center around having a child in daycare instead of bringing them with you
 - There was/is a law in Germany that allows the baby to be anywhere the mother is until 6 months, as they are considered an actual part of the mother
- There are many "non-traditional" students; not all of them are 18, single, and without children
- Putting student parents behind in their education hurts generations
- Instead, encourage flexibility:
 - With due dates if his/her child gets sick; make a plan with students
 - Encourage students to come and make a plan with faculty because of extenuating circumstances
- Communicate to students that they have potential
- Accessible childcare will open up possibilities to students and keep the education pathway open to all students

Schools and Colleges: FAC will not be working on the issues of programs moving into schools and colleges. The Chair will send a message regarding this to inform absent members.

Final Thoughts on Charge Deliberation: Having a narrower focus on these two topics, which are not only important, but also overlap, could possibly lead to an actual outcomes:

- More diverse faculty
- Better, bias-aware hiring practices
- More clean lactation stations for breastfeeding/pumping; new rooms for parents
- Clear policies on child-in-workplace and child-in-class
- More resources for childcare

Action: Committee members, Margo Bergman and Ann Frost, will continue to work on the childcare survey. Administrative Coordinator will send information gathered by the Staff Association about the lactation station.

5) Adjourn