



Faculty Affairs Committee Meeting Minutes

December 2, 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) Faculty Affairs Charge and Bylaws Change to include Diversity Component

Presentation:

FAC chair, Marian Harris, advocated in the Executive Council Meeting on 11.20.15 for FAC to have diversity issues as one of their main charges. The Executive Council votes today (12.2.15) on passing the Resolution Concerning Faculty Support for Diversity. Part of the Resolution contains having diversity issues as a permanent charge for Faculty Affairs Committee, which will constitute a Bylaws change, and thus, a full faculty vote. In January, after the Resolution is approved, FAC will look at their Bylaws and draft a statement regarding diversity. The FAC chair will then bring this draft of the Bylaws change to EC. From there, it will go to the full faculty vote at the spring 2016 Faculty Assembly meeting.

Discussion:

The information/data sent from Sharon Parker has not been looked at yet, but committee will review and discuss it soon. A few Executive Council members attended a meeting with Ricardo Ortega and his Diversity Task Force to share what each group is doing toward equity and diversity. There was a letter from the Chancellor summarizing UWT efforts toward equity and diversity. Members questioned if work is being done at the program level toward diversity and equity? Nursing was doing a faculty search and didn't receive very many applicants (nation-wide issue in nursing field). This shows the importance of making people aware of faculty searches so that they can spread the word into their diverse networks in attempt to attract excellent and diverse candidates.

2) Lecturer Affairs Committee

Presentation:

Chair attended the most recent Lecturer Affairs meeting and shared with them what FAC is working on. At that meeting, she also brought up the concern that most of the LAC membership was from SIAS. She was informed that when there was a call for volunteer members, only SIAS lecturers responded. FAC committee members thought of other lecturers within their departments that may be interested in being involved in LAC, for instance, Linda Ishem from Urban Studies. FAC members will recruit more LAC members from diverse departments.

Another issue brought up at the LAC meeting is the need for more awareness about lecturer promotion procedures. For instance, that there is now a mandatory competitive search to go from part-time to full-time lecturer. Lecturers aren't always aware of the nuances within their promotion procedures. Sometimes, a lecturer only finds out what they have to do when their program has a full-time opening. Now that there is competitive hiring for all full time lecturer positions, faculty who have already worked here have to reapply. Also, some fellow faculty members don't understand that when a lecturer is reapplying for full-time, it is just part of the administrative process and not because the person applying did something wrong.

Members asked if there is a website resource that could help them be aware of these processes. If there are policies that people don't know about, then they can be applied differentially. It is not okay for policies to be interpreted and implemented differently because of sneakiness or ignorance. If it is a policy, then it should automatically be implemented the same across the board. There is a need for more transparency in these policies. Search ethics are important as well. If searches are performed under-handedly, then it opens the University up to a lawsuit.

What should FAC do to support LAC? Chair will ask LAC. Administrative Coordinator asked for FAC and LAC to support the Part-time Lecturer's Celebrations, which happen quarterly.

3) Childcare

Discussion: The survey, being crafted by committee members, will address childcare needs in a broad way. The questions are less about cost and more about the consequences if one doesn't have childcare, as well as, assessing the level of awareness regarding options and policies. It will be general enough that the same one can be used for students, staff, and faculty. Members discussed past childcare surveys, inquiring about the faculty who conducted

them. Administrative Coordinator found the “Day Care Task Force report on Survey results 2010” document in past FAC files, but didn’t have record of committee members in 2010.

Question to guide survey formation: What are we trying to accomplish with this survey?

Desired outcomes of survey:

- 1) Awareness: A good place to start
 - a. Potential deliverable: childcare resource webpage with a map (including distances), hours, and enrollment of approved daycares.
 - i. identify places which care for newborns
 - ii. voucher qualifications
- 2) Take data to administration and present issues/unmet needs
- 3) Clarification and awareness of department policies regarding children in class
 - a. Gather data of when students have to miss class due to a childcare need/emergency/illness

Other Ideas/Questions regarding Childcare:

- Members inquired if the UW YMCA has after school programs and/or a drop off day care (like other YMCAs). Ideas toward creating partnerships, especially because the student organizations are housed there, and also potentially an avenue for more student jobs as trained childcare providers at the UWY.
- Family and Medical Leave Act: UW policy is unclear, especially for faculty. Director of Academic Human Resources, Alison Navarrete, may be able to help clarify.

Action: Committee members, Margo Bergman and Ann Frost, will continue to work on the childcare survey. Administrative Coordinator will send “Day Care Task Force report on Survey results 2010” document and investigate FAC membership in 2010. Chair will look for a list of approved, licensed daycare centers and home daycares. Chair will forward Voucher information and invite Voucher Contact to come to a meeting so that the committee can hear from her directly. A member will contact Alison Navarrete about FMLA policy clarifications.

4) Adjourn