

**Faculty Assembly Executive Council (EC) Meeting Minutes**  
December 2<sup>nd</sup>, 2015 12:30-1:25pm CP 206C

**Present:** Juliet Cao; Bill Kunz; Marcie Lazzari; Huatong Sun; Lauren Montgomery; Jim Gawel; Ellen Moore (by phone); Jutta Heller; Mark Pendras; Ka Yee Yeung-Rhee; Gregory Rose; Julia Aguirre; Marian Harris; Chuck Costarell; Matt Kelley.

**Absent:** Mark Pagano; Ji-Hyun Ahn; Nita McKinley; Alissa Ackerman; Denise Drevdahl.

**1) Consent Agenda**

The November 20<sup>th</sup> 2015 Executive Council meeting minutes were accepted.

**2) VCAA Report**

Transition with new EVCAA: Melissa Lavitt, newly appointed EVCAA, will come to UWT on Friday (12/4/15) to discuss transitional elements.

Lower-Division Task Force: There was a call for nominations to the Lower Division Task Force (which will be comprised of faculty and staff across campus). So far they have received approximately 35 nominations. The VCAA will be meeting with Bonnie Becker and Lisa Hoffman next week regarding the nominations.

Enrollment Projections: There is an enrollment projection of 4% growth in new students, (about 200-250 FTE, which is about 4500 students; at about 4200 now) some in lower division and some in programs like Milgard where they can create more capacity. VCAA will be meeting with deans and directors on 12/3/15 to discuss where there is/ is not capacity to expand, where applicant interests are, etc. Karl Smith, Associate Vice Chancellor & Chief Admissions Officer, sent a document showing what applications look like, the backgrounds of applicants, and the interest areas of applicants. There is a goal for a better retention rate from this academic year to the next.

Distinguished Faculty Award Committees: DTA committee has been formed and charged; they are beginning their work. VCAA will soon charge the DRA committee, but first needs to confirm the timeline with chair and 2015 DRA recipient, Peter Horak, who will be out of country during winter quarter.

**3) Chair's Report and Discussion Items**

a) **Vote to Pass the Resolution Concerning Faculty Support for Diversity**

**Discussion** on an Amendment to have the APCC and APT bylaws also include a focus on diversity and equity:

- It is everyone's responsibility to work toward equity and inclusion, but if all standing committees are charged similarly, potentially less direct action will occur
- FAC chair concerned that if all committees are charged similarly that their committee will be less proactive; advocated that FAC be identified as the group to work on these issues directly on behalf of faculty
- Suggestion to add language to maintain levels of attention and awareness vs. focus
- Concern that adding language of "awareness, attention" to other committee's bylaws may be 'lip-service'
- Where can EC require in writing that all other committees have diversity be a priority in their work?
- APCC is charged with the maintenance of the Diversity Designation; has healthy attention to diversity in UWT's curriculum
- The other standing committees have taken positive steps toward supporting diversity at UWT, but there isn't a reporting mechanism for this work to be known
- FAC could gather reports of what other committees do in support of diversity and identify where they need to do more work; charge in new, specific ways if committees' work toward diversity isn't sufficient
- Ultimately, the goal is for the effect of a committee who focuses on diversity and equity
- Desire expressed to maintain vigilance in keeping powerful committees (APCC, APT) accountable toward work in diversity and equity
- Committee chose to not vote on adopting the amendment, but moved forward to vote on approving the Resolution

**Vote:** Greg Rose motioned to approve Resolution; Marian Harris seconded; approved – 13 in favor; 13 eligible/present; 0 abstain; 0 no; 4 absent; 1 late; quorum is 10.

**Action:** Make Resolution available to all faculty. Send it with a message inviting all to review it and come to the FA winter (1.29.16) meeting to engage in a discussion around the Resolution/ diversity and equity issues.

**b) Planning for Winter Faculty Assembly Meeting, 1/29/16**

**Discussion:**

**i) Passed out Admission Ad Hoc Committee 2015 Report**

- This is a timely point of information as it relates to growth, student success, admission policies
- Important question: What is it that faculty think students need to be successful at UWT?
- When students are admitted, coming in with what they have, how can faculty support them?
- Proactively identifying what students need – discussion point for 1.29.15 meeting?
- Wait till spring FA meeting to bring this topic:
  - The Undergraduate Education Council will be more ready then
  - The new EVCAA could engage in this conversation after being here for a few months

**ii) Unionization**

- Suggestion to instead have pro/con presentations because UWT faculty haven't had much of a chance to give attention to this issue
- FA meeting shouldn't be used for a debate; it needs to be a presentation with both arguments clearly articulated
- Give adequate time for people to process information in groups
- Committee members should help identify people who can present pro and con

**iii) Structure**

- Brief Update: Faculty Salary Policy
- Pro/Con Presentation on Unionization with discussion time
- Bulk of meeting: Diversity and Equity issues discussion time
- Small group style – table groups
- Time for groups to report out on their discussion
- Keep record of the questions and ideas that groups generate
- Committee discussed eating arrangements with the point of ensuring diversity of discussion
- Structure (seating, etc.) depends on: What is the goal of this discussion? What do we want accomplished?
- Need for facilitators and/or discussion guidelines to structure critical dialogues
- Deeper discussion is challenging if moving around the room; people need time to settle in and warm up
- Desired outcome from unionization presentation and discussion: increased knowledge for faculty
- Desired outcome from diversity and equity discussion: personal actionable items – what are you doing/going to do?
- Guiding questions/prompts will be important; prompts that connect to specific aspects of the Resolution
- Volunteers for two sub-committees to gather and develop prompts:
  - Unionization prompts:
    - Lauren Montgomery
    - Jim Gawel
    - Ellen Moore
    - Mark Pendras
  - Diversity and Equity prompts:
    - Marian Harris
    - Julia Aguirre
    - Marcie Lazzari

**Action:**

- Sub-committees will schedule to meet prior to 1.15.16 EC meeting
- EC members will each think of prompts to contribute to an online discussion board
- Sub-committees will consider the prompts that EC members post

**4) Adjourn**