

Minutes

Faculty Assembly Executive Council (EC) Meeting

April 1, 2014, 12:30 – 1:25 PM; GWP 320 (Tacoma Room)

Present: *Katie Baird, Zhiyan Cao, J.W. Harrington, Rich Furman, Nita McKinley, Jill Purdy, Linda Dawson, Denise Drevdahl, Huatong Sun, Sergio Davalos, and Michelle Garner.*

Absent: *Greg Benner, Orlando Baiocchi, Kenyon Chan, Sam Chung, Kelly Forrest, Matt Kelley, Janie Miller, Amos Nascimento, and Doug Wills.*

1. Proposed Agenda for April 18 All Faculty Meeting

- Ombud for the University, Chuck Sloane
- Updates on COACHE and Campus Fellows: We want to ensure that these reports do not sit on a shelf, but are revisited regularly.
- “7-in-7” discussion proposed by Faculty Affairs linked to the Chancellor search
 - What is UWT’s future vision and what kind of leader is needed to fulfill it?
 - J.W. or Kenyon will provide background that explains why growth is in the interests of the community and the campus.
 - Faculty Affairs has 10 questions to review.

Executive Council supported the proposed agenda.

2. Consent Agenda

The Minutes from March 14th were accepted upon changing “Agenda” to “Minutes” and mentioning that Rich Furman was sent as a substitute for Michelle Garner.

3. Codifying Lecturer Promotion in Faculty Assembly Bylaws

Jill Purdy shared two guiding documents and stated her hope to have them attached to the bylaws’ appendix, which spells out promotion and tenure procedures on campus. These documents include guidelines concerning lecturer promotions, particularly how external letters should occur. She mentioned J.W.’s suggestion that the entire text, from the tenure track system, not be repeated to avoid inconsistency in future editing. Jill said possibly a small group could work and bring a proposal to EC; she sought suggestions on who should work on this and how.

During discussion, the members agreed APT should work on the wording for the bylaws. APT would include in their discussions:

- A senior lecturer who has already gone through the process, such as Tom Diehm.
- Alison Navarrete, as the Director of Academic Human Resources, who provided the documents

APT would then to bring back their document to the EC for review and have all faculty vote on it.

4. Lecturer Representation on Executive Council

Jill Purdy asked Linda Dawson to speak because Linda had initiated this discussion in the fall. Linda stated that there have been many times when she had called EC attention to issues that affected lecturers differently from tenure-line faculty. Since UWT has such a large number of lecturers, Linda feels it is beneficial and important to have a lecturer on the EC to ensure that these issues are raised on a consistent basis. Her suggestion is to require having a minimum of one lecturer as representation.

Members discussed possible ways lecturers could be represented on EC and concerns about this representation:

- We could convert Lecturer Affairs to a standing committee and designate the chair as a voting Executive Council member.
- Are there differences in having non-competitive lecturers and competitive lecturers represented? Is this a time-limited problem that will no longer be an issue when most lecturers are competitively hired? Issues for non-competitively hired lectures are being addressed in the Lecturer Affairs committee.
- Non-competitive lecturers cannot be elected to EC due to lack of continuing contracts. They would not be able to fill a regular EC term.
- Where should the lecturer representative come from and who should vote on this representative. Should IAS (which has the most lecturers) be asked to always elect a lecturer as a representative? If the person is to represent lecturers, should they be elected by lecturers?
- Should specific ranks of faculty be represented in EC, versus representation by unit?
- Which ranks are most vulnerable in the institution: non-competitive lecturers, assistant professors, or another?
- Concerns were raised that units are not representing all dimensions of diversity in their elections. But it was noted that most EC representatives are determined by whoever is willing to serve on that committee, not by a competitive election. EC cannot mandate who units elect as representatives.
- UWT has been more active than many other universities in attending to the concerns of lecturers.
- Should we be more concerned with the tenure track, which is diminishing nationally?

Jill stated that EC invited Lecturer Affairs to send a representative to EC meetings in the beginning of the year; all EC meetings are open or public meetings meaning any faculty could attend as a non-voting participant. Libi Sundermann, chair of Lecturer Affairs, also represents UWT on the Provost's Task Force on Lecturers as well as in the UW Senate, so has not been able to attend EC.

Members noted the value of Linda Dawson's voice contributing to the diversity of conversations and not representing or advocating for lecturers alone; the role of EC is to think campus-wide, not solely by rank. Jill suggested collecting data about rank and gender by academic unit to see how reflective EC is of UWT faculty. That data could be provided to units with a request to make sure their representation reflects the diversity of their unit.

Members discussed this point:

- Data shared and shown may not make a difference
- Is it appropriate to have an at-large lecturer representing solely lecturers on the council when no other rank has this kind of representation?
- This campus pays so much attention to lecturers because lecturers have been advocating for themselves, not because others have brought these issues forward.

Linda shared her viewpoint again of the concern that she has been the only voice for lecturers; lecturers make up a large number of faculty membership. What EC talks about affects all ranks. Her fear is that the diverse perspective will be lost.

EC decided to run a Catalyst survey to gather members' opinions about whether to change its bylaws or to send a statement on diversity to units. Sergio Davalos asked that people be polled about their support for various alternatives, such as an at-large lecturer representative on EC or request that units choose representatives that reflect their membership. Alternatives that would

require bylaws changes will be noted as such in the survey. It was noted that Executive Council consists of 1 representative per 20 voting faculty in a unit, and representation in UW Faculty Senate is 1 for 40 with representation being campus-wide rather than by unit. The Catalyst survey will be conducted prior to the next EC meeting.

5. Chancellor/VCAA Report

- J.W. is planning an event on May 16th with heads of academic units, faculty leadership, those involved in curriculum planning, such as APCC and Ginger MacDonald, and others to discuss plans for new programs and plans for campus growth. J.W. will share information to share across units as a part of larger campus conversation to about what is happening and what is still being worked on.
- J.W. shared a summary of faculty searches to be held next year. He promised in early April to get back to the unit heads so that searches could begin. He will take it to Keyon this week.
- There are a total of 35 searches; 16 are new lines. A new fee-based program in Milgard is still under discussion; it would be outside of the general budget for new faculty lines. Generally a full-time lecturer who is not competitively recruited does not hold a continuing line; it's an allocation year-to-year. UWT does not automatically replace faculty who leave. One request J.W. doesn't plan on honoring is for a tenured faculty member in the Social Work program to mentor five pre-tenure assistant professors in Criminal Justice. J.W. will pursue that by other means. In IAS there is a possibility of doing a 50% search for faculty for biogenetics this year. IT may try to recruit a full professor from the iSchool at UW Seattle.
- EC asked for clarification on the growth that IT (6/2). The 6/2 in the Institute means some combination of new and existing lecturer lines based on growth.
- Members asked where EdD's positions were included. J.W. answered that under Education, one associate or full-professor is for the EdD and one is a new position; both of those positions would begin to move the unit toward a Higher Education specialization.

6. Merit Raise Recommendations to Faculty in Units

Jill summarized issues raised by EC on merit raise recommendations. EC confirmed that the document captured the key ideas discussed in the last meeting. Jill suggested EC combine this information with the forthcoming report from Faculty Affairs to guide faculty within units. EC should receive the FA report in late April prior to the merit raises occurring. Most units are making decisions by vote in May so EC has April to finalize before sharing with faculty.

7. Faculty Representation on Chancellor's Search Committee

- Jill asked Mary to read the list of names of those nominated for the Chancellor Search Committee and for the Faculty Admissions Task Force, including whether or not the nominees had confirmed interest. Members asked for clarification on the next step and the timeline. Jill responded that those willing to serve will submit a statement, which EC will use at the next meeting to make recommendations on a final list to Chancellor Chan.
- Jill provided EC members with UWT's mission, values, and vision as Rich had requested. She suggested faculty in units consider these statements and how they can give advice to the Chancellor regarding (1) What is our vision? and (2) What are we looking for in a leader?

Jill asked representatives to facilitate this conversation in their units. Jill charged the council with being prepared by mid-May to comment on vision and leadership. Jill also asked EC members to nominate representatives from their units for the search committee if they did not yet have nominees on the list.

8. Additional Information

Jill reported that she, Nita, J.W., and Kenyon met to discuss a larger campus meeting about where UWT is going as a campus as it relates to the Chancellor search. There are concerns from faculty in how it will affect their unit, the campus as a whole, and growth. A campus wide meeting is planned for May to discuss the vision for the future.

Meeting Adjourned.