

**Annual Report of the Faculty Affairs Committee of the UW Tacoma Faculty Assembly for
the 2015-16 Academic Year
June 28, 2016**

Members: Marian Harris (Chair), Margo Bergman, Greg Benner, Ann Frost, D. C. Grant, Katie Haerling (filled in for Susan Johnson during 2016 spring quarter), and Susan Johnson.

This report describes the accomplishments of the Faculty Affairs Committee of the Faculty Assembly at UW Tacoma this past academic year. All minutes are on the committee's web page. Accomplishments of the Faculty Affairs Committee in the 2015-16 academic year are delineated below.

- **Diversity Issues** – Chair advocated in the November 20, 2015 Executive Council Meeting for FAC to have race and equity issues as one of their main charges. The Executive Council voted on December 2, 2015 to pass the Resolution Concerning Faculty Support for Diversity; the resolution included having race and equity issues as a permanent charge for the Faculty Affairs Committee. This permanent charge will require a Bylaws change, and thus, a full faculty vote. FAC revised Bylaws Charge in January 2016. Executive Council voted in April 2016 to approve FAC's revised charge in the Bylaws with a minor change i.e. deleted the words "issues" and "concerns" in one place where they deemed the words unnecessary. Faculty voted to approve change in Bylaws at May 2016 Faculty Assembly meeting (refer to FAC Meeting Minutes of April 27, 2016 for Approved Revised Faculty Affairs Committee Charge). Will request that Administrative Coordinator update web page with new charge.
- **Child Care Issues** – Draft of Childcare Survey developed by Margo Bergman and Ann Frost with feedback from committee members in January 2016. Survey pilot tested in March 2016 by committee members. Survey disseminated to faculty, staff, and students during 2016 spring quarter via 16 different campus listservs and highlighted in the Husky 411 Newsletter (refer to attached Appendix B). A total of 254 responses were received (refer to attached 2016 UWT Childcare Survey Results i.e. narrative and Appendix A). The focus of the survey was "need for childcare." A \$20 incentive gift card was given to a randomly selected participant. Based on the results of the 2016 UW Tacoma Childcare Survey recommendations are as follows:
 1. Make web links to the relevant UWT provided or supported Family Support Services main page accessible.
 2. Add information about the state childcare subsidy program to the Childcare and Family Services page.
 3. Determine if there is ability to increase the CAP funds, possibly through outside fundraising.
 4. Include web links for childcare resources, if available, rather than just phone numbers.
 5. Update the family friendly events and activities webpage on a regular basis.
 6. Address the issue of policies regarding children in the classroom. Ideally, faculty from each program or department should state specific policies in their syllabi.
 7. Investigate the possibility of providing on-campus daycare, or at the very least, sick and evening care as these needs are not met in the community. This need was identified in the 2010 Daycare Task Force Survey as well as in the current survey,

According to the 2010 survey, 25% of their sample expressed need, now or in the future for daycare and 81% would use an on-campus daycare if one was available.

Because infant care, especially care for newborns, has been identified as a need the committee assessed childcare services at two centers in the Tacoma area (Children of Hope Childcare and Learning Center, 1937 South G Street, and North Tacoma KinderCare, 635 S. Mildred Street (refer to FAC Meeting Minutes, February 17, 2016, Appendix B for Tuition Rates and Policies regarding the aforementioned childcare centers). FAC will request that Laura Botello add Children of Hope Childcare and Learning Center to the list of providers because it is registered with the Department of Early Learning, provides care for newborns, and is geographically close to the UW Tacoma campus.

Laura Botello provided information regarding the Childcare Assistance Program at UW Tacoma to the FAC at the January 20, 2016 meeting. This is a funding resource for students based on service/activity fees. Typically 40 students per quarter participate in this program. For a childcare facility to be covered by this program, it has to be registered with the Department of Early Learning. CAP has a list of providers based on who students use, but due to liability, cannot recommend a specific center to a student. Applications are accepted September through the end of spring; students only need to apply once a year.

Childcare and Family Support Services is the contact for use of the Lactation Station. They are working on getting more space because this is a growing need for students, faculty, and staff.

Muse was discussed by FAC; there is concern because Muse does not take children under eighteen months. Laura agreed to find out what kind of discounts can be offered to students, faculty, and staff based on what is built into the contract with Muse.

- **Family Leave and Tenure Track** – The committee started to explore this issue during the 2016 winter quarter. FAC member, Ann Frost sent examples of policies from other universities to the committee. Chair, Marian Harris, contacted Marcia Killien, Secretary of the Faculty regarding UW policies and was sent the following links:

Family and Medical Leave

<http://washington.edu/ahr/policies/leaves/family-medical-leaves/>

Tenure Clock Extensions

<http://ap.washington.edu/ahr/working/welcome/family-friendly-policies/>

https://advance.washington.edu/app/resources/docs/20080215Leave_TCFExtension.pdf

<http://www.washington.edu/admin/rules/policies/EAP/CH110.html>

Administrative Coordinator added policy links onto the appropriate web pages.

- **Lecturer Affairs Committee** – Marian Harris, Chair attended Lecturer Affairs Committee meeting during the 2015 autumn quarter and shared current work of Faculty Affairs Committee. She expressed concern that all of the LAC membership was from

SIAS and was informed that only SIAS lecturers responded to call for volunteer members. LAC was encouraged to recruit additional members from other programs and also told that Linda Ishem from Urban Studies was interested in being a member of the LAC. LAC committee members expressed an interest in gaining more awareness about the promotion procedures for lecturers. FAC and LAC asked to support Part-Time Lecturer's Celebrations. A copy of the 2015-16 Lecturer Affairs Committee Report is attached and has details of all work for the past academic year.

- **2016-17** – Continue work on race and equity issues and childcare issues as well as support and communication with LAC. Will work with LAC to recruit additional members from all programs and/or schools. Detailed plan for all work will be developed at September 2016 meeting.