



FACULTY ASSEMBLY QUARTERLY MEETING

Friday, April 17, 2015 1:00-3:00 pm

The Milgard Assembly Room of William Philip Hall

NOTES

Thirty-seven faculty members attended.

The Shared Governance Panel was composed of:

- ❖ *UW Faculty Senate Chair Kate O'Neill*
- ❖ *UW Faculty Senate Vice Chair Elect Zoe Barness*
- ❖ *UW Tacoma Chancellor Mark Pagano*
- ❖ *UW Tacoma Faculty Assembly Chair Nita McKinley*
- ❖ *UW Tacoma Faculty Assembly Vice Chair Marcie Lazzari*
- ❖ *UW Tacoma Interim Vice Chancellor for Academic Affairs Bill Kunz*

I. Welcome from Chair, Nita McKinley

Part-Time Lecturers Quarterly Celebration

On Wednesday, May 13th, from 12:30 to 2:00 p.m., in the Part-Time Lecturers' Center, Keystone 202, there will be refreshments and a chance to meet these important faculty members of our campus.

II. Question and Answer Session with Chancellor Mark Pagano

i. Academic Excellence

Faculty asked how the Chancellor hoped to promote academic excellence on campus. The Chancellor responded that Tacoma students need to have the same opportunity for excellence as their Seattle colleagues. The Seattle campus has international students and students nation-wide bringing their best. UWT hosts the best of the South Puget Sound but we also need to design systems to support students because they need more assistance being first-generation and are busy working with families. Kate added that there have been studies that show that the one factor that leads students to graduation and success is relating with at least one faculty member.

ii. Commitment to the community

The Chancellor is pledged to carry on the legacy of Debra Friedman, the previous Chancellor. He hopes to understand the commitments she made.

iii. How are decisions going to be made? How will campus move forward?

The faculty had input in the process of the Chancellor; that will influence the way the campus moves forward. Other factors are the interests of the surrounding community and the UW system.

iv. Promotion and Tenure

Faculty asked if the Chancellor was aware of the COACHE survey and the effects of the promotion and tenure process on faculty of the campus. That list of concerns will address how the Chancellor moves forward in the next several years, especially how scholarly credit is given or not for faculty members that follow the urban-serving mission.

v. SAASFA met with Chancellor

The Chancellor said that he met with two leaders of each elected group on campus this month: Faculty Assembly, Staff Association, and Associated Students. He hopes to continue those meetings twice quarterly.

vi. What is our greatest weakness here? How can we strengthen campus in that area?

To bring the UW-degree to this area was a phenomenal goal. Our students are a great asset to the community. They are also a weakness because they might need more care and guidance than the traditional students or campus. The faculty can be a weakness when they do not work together across the disciplines.

vii. Why is shared governance so difficult? How can we make it more shared and open?

It takes time, communication, and relationships. The administration has to value all those things and follow through on them. Kate O'Neill answered that because universities can be strange institutions, students are not exactly either customer/clients or products. The first shared governance models came out of opposition to the administration. Hopefully now, the collaborative model is the basis of this authority. We need to go forward together; it might not mean agreeing, but shaping the future of the institution together. This campus needs to know their mission and follow these steps to press into that.

III. Shared Governance Discussion with Panel

i. Cross-campus communication and transportation

Kate held that these need to be better, not just for Senate activities, but for department development.

ii. Faculty Salary Policy

Kate said that the motion reached a tied vote in the Senate, and therefore did not pass. That signaled that there was not consensus. There are too many concerns within smaller units. The task force will try to develop a compromise solution. If there is too much flexibility, there are no assurances for faculty to rely on.

iii. Governance issues different across units

Kate said that the structures are set up so that elected faculty will advise. They require stamina and persistence. Each group has to include their colleagues and actively lead. This should be valued in the merit evaluation process. Kate also sees that the responsibilities and times of activity need to be shared and shifted among the faculty of each unit. For example: tenured faculty should be mentoring students and younger faculty while serving campus in leadership whereas the newer faculty members should spend time in scholarly efforts.

iv. How the President receives feedback from faculty

The President formally receives comments via her Senate attendance and commitment. She fields emails. She has an open door and is, surprisingly, easy to talk to. The deans give her a tremendous amount of information.

v. How will Zoe Barsness bring the unique points of Tacoma and Bothell into Faculty Senate?

Zoe responded that she is interested in creating scaffolding for stronger mechanisms to and fro campuses. She sees that the needs for shared governance are growing because of the growth. These various demands tire folks. There are obligations to our campus and to the UW system. Tacoma and Bothell cannot afford to staff committees on the Seattle campus. The Faculty Council on Tri-Campus Policy is a great place for faculty concerns for all three campuses to be represented.

vi. Lecturer Promotion Guidelines

Kate asked for Tacoma faculty feedback. The effort is spearheaded by Daniel Jacoby, Professor in Interdisciplinary Arts and Sciences, in Bothell. There have been amended guidelines. Units can conduct emergency searches when necessary with an open search, but not necessary a national search. For example: if someone were hired for a limited time, the odds that national interest would be low. If someone is hired competitively, they cannot be reappointed past their three years. Kate asked faculty to be against long-term employment of contingent or part-time faculty. Part-time lecturers as community expertise would still be allowed as ongoing employees.

vii. Presidential Search

Kenyon Chan, previous Interim Chancellor, asked Nita and Marcie to request their constituents to provide information. They will task the Executive Council representatives to field that feedback from their units. There will also be a catalyst survey. The Chancellor said that there will be in-person meetings for faculty to meet and provide input.

viii. Scheduling

Nita said that executive Council plan on evaluating the effects of the new schedule. Faculty are concerned that requested feedback too soon would not grant the best results.

ix. Shared governance across the campuses

In Kate's opinion, the process is not going well. There is a certain federalism happening currently on each campus. One question might be if the campuses have the right council structures with strong delegation. Kate would appreciate faculty's thoughts on that.

x. What is the articulated relationship between the three campuses?

Zoe answered that past presidents haven't needed to answer that question in the past because Bothell and Tacoma were too much on the margins, but now those two campuses are becoming much larger. The campuses need to make sure that we are not competing with each other; collaboration would be even better, but currently there is neither structure nor incentives to do so. Representatives of the Faculty Council on Tri-Campus Policy said that there has been much discussion, but no formal action has been taken.

Other Business

Nita reported there are three confirmed candidates for the Faculty Assembly Vice Chair election.