Faculty Input on the Chancellor Search

On May 15, Dr. Kim Morrisson, from Diversified Search, facilitated and on May 28 Co-chair, Dr. Jill Purdy, facilitated conversations in which faculty shared what characteristics they want in the next chancellor:

- Able to handle three jobs: Leader at UWT, Leader in community, and Advocate for UWT at system-level
- Good communicator and listener: has a track record of collaborating, partnering, and communicating with (all ranks of) faculty and community with respect
- Fundraiser
- From public higher education, full professor at the minimum
- Concerned with interdisciplinarity; keeps teaching and research at the core
- Supports current work and creates future vision; Realistic visionary,
- Has lead through growth
- Navigates labor issues; makes UWTacoma exemplar in Tacoma
- Holds administration accountable
- Is excited about the opportunities and challenges here versus just anywhere; gets excited about Tacoma; ties him/herself to campus, community, and the mission

Please send any questions, suggestion, or nominations to Jill Purdy.

Improvement of Merit Review Processes

Sam Chung, Faculty Affairs Chair, presented to Executive Council a survey of 79 UWT faculty, in all units; faculty generally agree that units have developed policies and procedures to suit each unit’s goals and culture. However, fewer believe these policies to be transparent. In particular, faculty are concerned with procedures and guidelines for determining extra-meritorious faculty.

Therefore, Executive Council recommends to units, for spring 2014, improvements in effectiveness, credibility and transparency:

1. Evaluate all multi-year lecturers and tenure-stream faculty for merit.
2. Circulate merit and extra-merit criteria for all ranks.
3. Decide collectively how to allocate merit funds across extra-merit, equity, and compression.
4. Ensure faculty have appropriate salary information for informed decisions. Salaries are public information; 2012 figures are available.
5. Conduct in-person merit reviews; avoid electronic discussion of merit.
6. Be aware of power dynamics and the potential for coercion; complete all votes by secret ballot.
7. Communicate outcomes to unit faculty.
8. Inform unit faculty if merit decisions are changed at subsequent review levels.

Please contact Chair Jill Purdy or your elected faculty representative(s) to Executive Council if you have questions or comments.

Thank you to Jill Purdy for this article.
Town Hall Meeting

**Successes**

**Admissions**
There is a 12% increase in students’ application for fall 2014. There will be about 500 more students than last fall. UWT is able to both grow and maintain quality.

**Commencement**
Approximately 1,400 students are graduating June 13th. This will make around 15,000 UW Tacoma alumni.

**Global Honors**
Students have had the chance to travel out of country for the first time and sometimes even out of Pierce County for the first time. The experience shapes and touches these students, their futures, and their community.

**Veterans**
UW Tacoma has a great relationship with Joint Base Lewis-McChord currently. Thank you to work from Lisa Hoffman, Special Assistant for Community Engagement and Associate Professor in Urban Studies.

**Urban-Serving Discussion**
UW Tacoma is seamless with the community, a campus without walls. The commercial rental spaces are one example; most universities would fill those spaces with their own commercial endeavors. There are a lot of collaborations with schools, museums, and the YMCA.

**Retention**

Pathways to Promise is a great mechanism to accept students, but campus needs to assist in getting students all the way through to graduation. If a student transfer from UW Tacoma and graduates from another university, that does not count as a graduate for our campus. Only 30% of community college students receive their Associates degree successfully. They are already well-versed in study habits and how to maneuver through a college. Because UW Tacoma has a large group of transfer students, we are at an advantage.

President Obama will give universities grades based on

- Affordability – UW Tacoma is doing fine on that
- Serves a wide demographic, not just the elite – that is our expertise
- Students receiving employment after graduation – this is more difficult to track because if a student enters graduate school afterward, this counts as unemployment
- Graduation rate – this is an area of improvement for us

**Chancellor Search**

Faculty, staff, students, alumni and the community are encouraged to leave comments on the [Chancellor Search website](#). A rich discussion will be held until the end of June. The search firm, Diversified Search, will develop and widely send out the story of UW Tacoma and the job description. Diversified Search will call between 200 and 300 people this summer to see who is interested. In October, three to four people will come to campus for about two days in which campus will have a chance to engage in discussion with and interview the candidates.

**Academic Planning Retreat**

On May 16th, the deans and directors of academic units along with J.W. Harrington, Vice Chancellor for Academic Affairs, Ginger MacDonald, Associate Vice Chancellor of Academic Affairs, Nita McKinley, Vice Chair, Jill Purdy, Chair, and Karl Smith, Chief Admissions Officer gathered together to talk about:

- what goals and programs each unit was working on,
- possible cross-program collaborative opportunities

for new programs could be created, and

- the next steps as a campus.

This all came out of ideas that

- this campus is growing and will continue to grow,
- synergy and strategic planning needs to take place, and
- faculty should be driving curriculum.

If you would like to know more, please talk with the director or dean of your unit.
During the May 1 UW Faculty Senate meeting,

⇒ Senators approved Placement of the Professor in Practice rank as superior to Senior Lecturer and subordinate to Principle Lecturer.

⇒ Jack Lee, Faculty Senate Chair, encouraged faculty to post comments and questions about the Faculty Salary Policy Proposal on the Catalyst board.

Tacoma Paper & Stationery

Interim Chancellor Kenyon Chan has reviewed the concepts submitted for programming the Tacoma Paper & Stationery building, with the vice chancellors for finance and administration, academic affairs, and advancement. The major considerations are: distinctiveness and consistency with an urban-serving campus; supporting growth; feasibility of external fundraising; and fit with the building’s characteristics. This building might be seen as the public’s front door to campus. Several submissions shared the goal of developing and analyzing data for scholarly, teaching, and regional needs. The four leading ideas currently are:

- Business meeting rooms; data and business analytics center; trading floor,
- Center for Web & Data Science
- GIS laboratories and urban action laboratory,
- science and engineering laboratories.

Proposals developed over the summer will inform planning for the building, though much hinges on Legislative appropriation of capital funds (to stabilize and provide basic infrastructure) and external support to fit out specific activities.

*Thank you to J.W. Harrington for this article.*

Message from the Ombud’s Office

Are you feeling stuck, frustrated, or uncertain? The Ombud’s Office is a confidential resource. Using a solution-focused approach, that quickly clarifies goals and options and creates a plan for resolution, the Ombud’s Office can assist in addressing complications to work-life at UW Tacoma. In addition to working with faculty members individually, the Ombud’s Office also administers the University’s Conciliation program (established in Chapter 27 of the Faculty Code), in which experienced faculty members become Conciliators to assist in resolving disputes with faculty members or administration.

To schedule an appointment with the University Ombud (Chuck Sloane) or Associate Ombud (Emma Williams), please call 253-692-4476 or email. They are available in Carlton 219 on Tuesdays or by appointment. If you are interested in finding out more about the Ombud’s Office, please visit their new website complete with the

2014 Distinguished Faculty Awards

Community Engagement Award

Since 2011, the innovative Board Governance Course, that Joe Lawless, Executive Director, Center for Leadership & Social Responsibility, and Jill Purdy, Associate Professor, Milgard School of Business, created have placed 71 students in on 48 different nonprofit organization boards. These apprenticeships activate learning from leadership management courses, creatively embed students in leadership networks, and addresses on-going community needs. Jill and Joe also created an advisory committee of leaders to guide these partnerships and published for others to model this work.

Distinguished Research Award

Yonn Dierwechter, Associate Professor, Urban Studies, began publishing in 2000. His scholarly works include, Urban Growth Management and Its Discontents: Promises, Practices, and Geopolitics in U.S. City-Regions, articles, book chapters, encyclopedias, and reviews. His studies in international and domestic urban development have impacted policy and decision making in the US, South Africa, and Europe. Yonn collaborates with colleagues to advance scholarship on campus and neighboring communities.

Service Award

Darcy Janzen, E-Learning Support Manager for Academic Technologies, and Shelly Jo Enscoe, Program Director for the Diversity Resource Center are the 2014 Community Service Award recipients. Darcy’s collaborates with faculty to use new technology in support of student success. The data gathered from the classrooms Darcy supports prove her efforts create a sense of community, interaction, and contribution. Darcy performs with patience, creativity, kindness, and professionalism. Shelly Jo dedicates herself on Tacoma’s Rainbow Center board, serves with Out, and facilitates EMBRACE. She developed UWT’s Multicultural Graduation Ceremony, Diversity Resource Center, and Diversity Summit. Jo offers guidance, support, compassion, energy, and enthusiasm to students.

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Upcoming Events

⇒ Monday, 6/2, Multicultural Graduation Celebration, 5:30 p.m., William Philip Hall

⇒ Thursday, 6/5, Teaching Forum, 12:30-1:20 p.m., WG 208

  Work smarter, not harder: Using technology to be a more productive teacher. Roundtable discussion facilitated by Professor Bonnie Becker (IAS)

⇒ Thursday, 6/5, Veterans Graduation Celebration, 6:00 p.m., Carwein Auditorium

⇒ Friday, 6/6, Executive Council Meeting, 9-11 a.m., Tacoma Room (GWP 320)

⇒ Friday, 6/13, UW Tacoma's 2014 Commencement, 9:15 a.m., Tacoma Dome

Faculty Assembly's September 2014 Tentative Calendar

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<tr>
<th>Date</th>
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<tr>
<td>9/8</td>
<td>Mon</td>
<td>all day</td>
<td>Faculty Fellows</td>
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<td>9/9</td>
<td>Tues</td>
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<td>9/16</td>
<td>Tues</td>
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<td>New Faculty Orientation</td>
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<td>9/2</td>
<td>Mon</td>
<td>9 a.m.-noon</td>
<td>Faculty Assembly Meeting</td>
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<tr>
<td>9/2</td>
<td>Mon</td>
<td>1-3 p.m.</td>
<td>Executive Council Meeting</td>
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Spring Elections

Thank you to those who served and Congratulations to those who will represent faculty next year:

⇒ Education Representative to Executive Council: Greg Benner served this year and Julia Aguirre will serve for the next three years.

⇒ Institute of Technology Representative to Executive Council: Charles Costarella will serve for the next three years.

⇒ Vice Chair and Chair: Katie Baird who served as Vice Chair and Chair on Executive Council since 2011, Jill Purdy who served as Vice Chair and Chair the past two years, and Nita McKinley who served as Vice Chair this year and will serve as Chair next year.

⇒ Standing Committee Chairs; Sam Chung, Doug Wills, and Rich Furman who served as Chairs of the Faculty Affairs, Academic Policy and Curriculum, and Appointment, Tenure, and Promotion committees, respectively, this year.

⇒ Michael Kucher who served on the Faculty Council on Tri-Campus Policy since 2012.

There are several vacancies for the next academic year. Please inquire if you are interested and/or would like to nominate eligible faculty.

⇒ Faculty Affairs Committee Chair

⇒ Appointment, Tenure and Promotion Committee Chair

⇒ Academic Policy and Curriculum Committee Chair

⇒ Faculty Assembly Vice Chair

⇒ UW Tacoma representative on Faculty Council on Tri-Campus Policy