

# RESEARCH, TEACHING, AND TENURE

ENVISIONING THE FUTURE OF UW TACOMA

**Faculty Assembly Winter Meeting  
Spring 2017**

Mark Pendas, Urban Studies, FA Chair

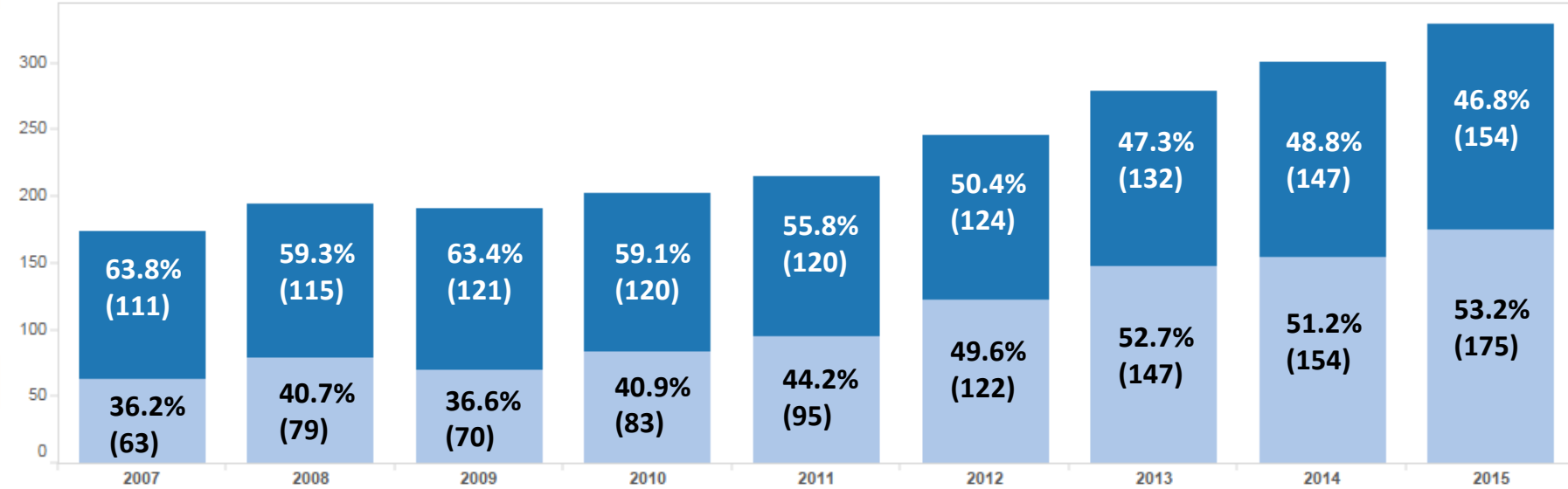
Lauren Montgomery, SIAS, FA Vice-Chair

Ruth Ward, Faculty Assembly Administrative Coordinator

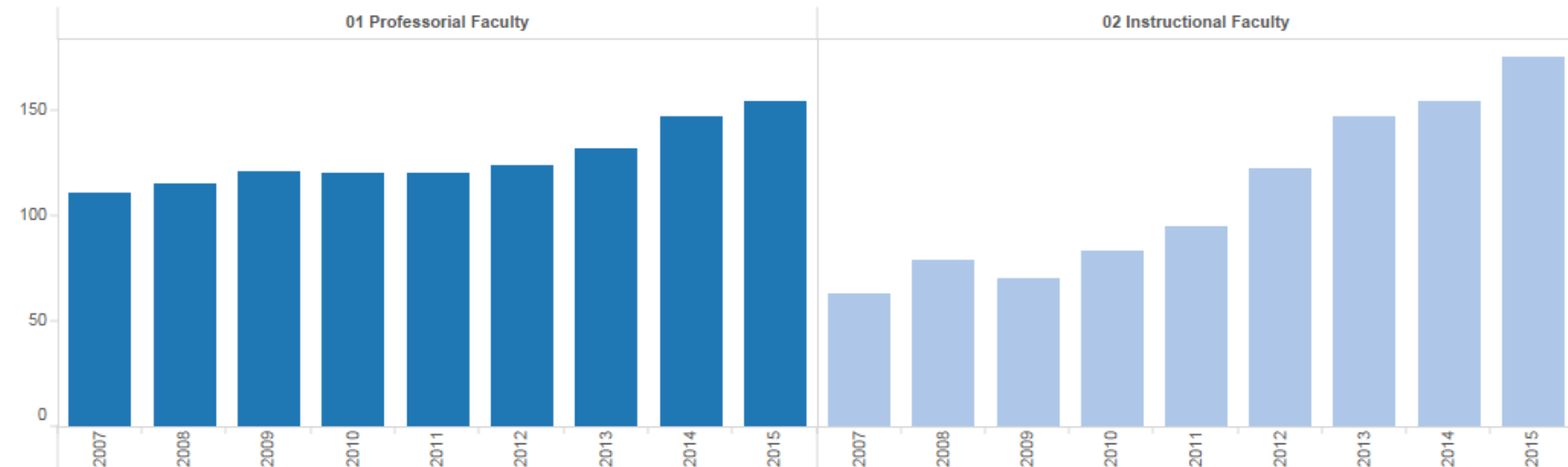
# UW TACOMA

## Academic Personnel Demographic Trends Fall 2007-Fall 2015

Overall Trend - Number of Academic Personnel by Faculty Category



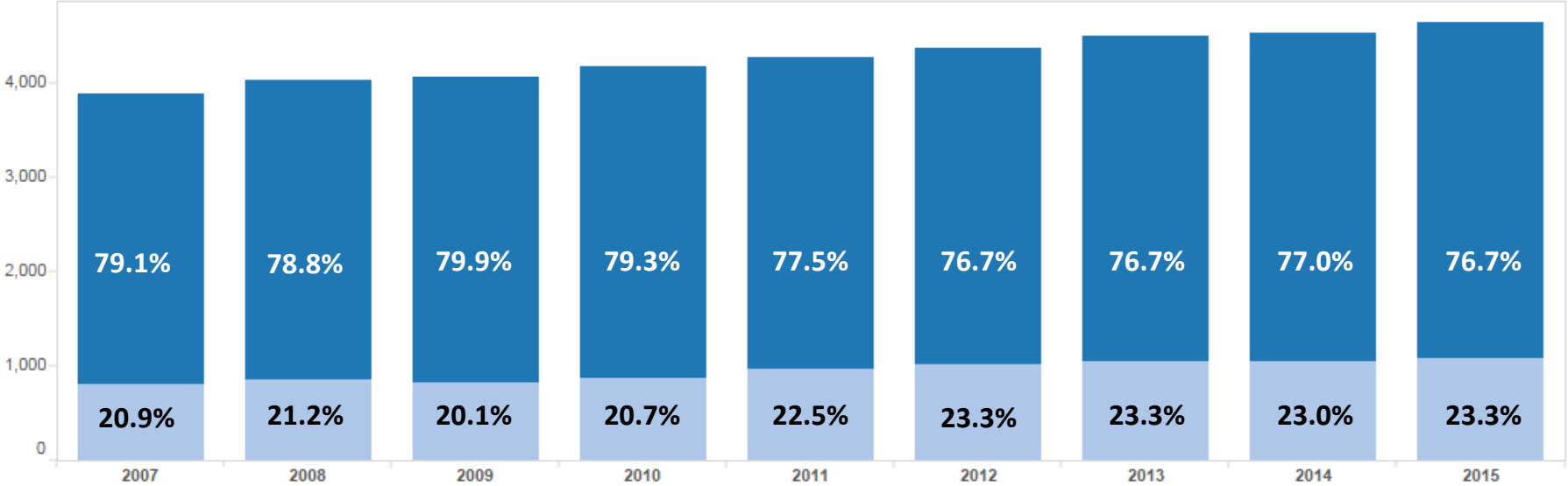
Trend by Category - Number of Academic Personnel by Faculty Category



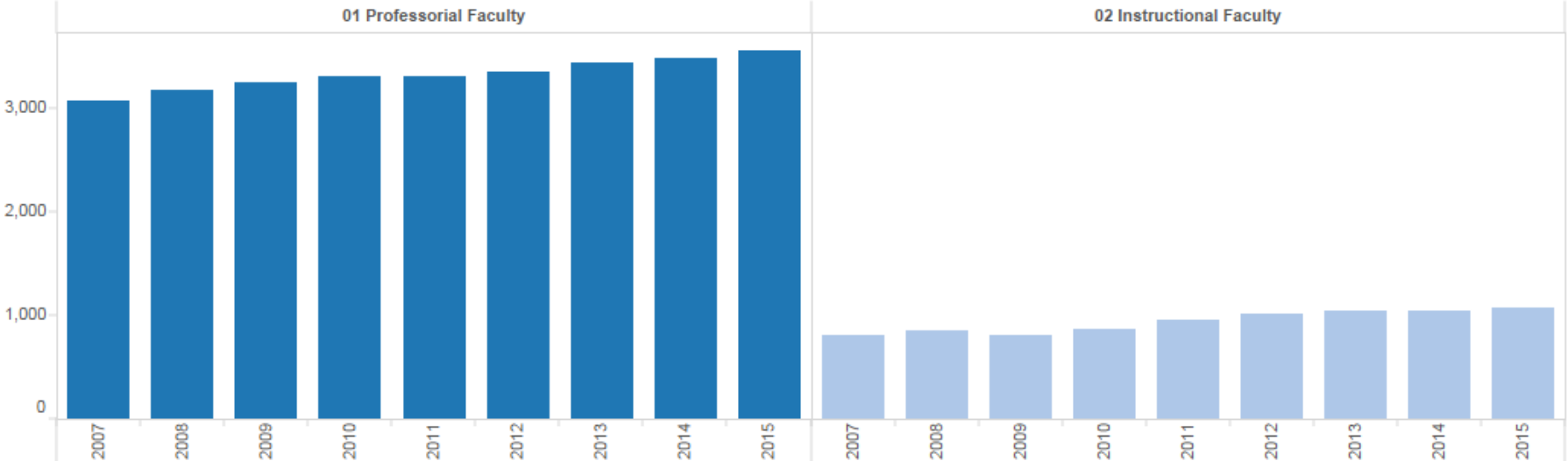
# UW SEATTLE

## Academic Personnel Demographic Trends Fall 2007-Fall 2015

Overall Trend - Number of Academic Personnel by Faculty Category



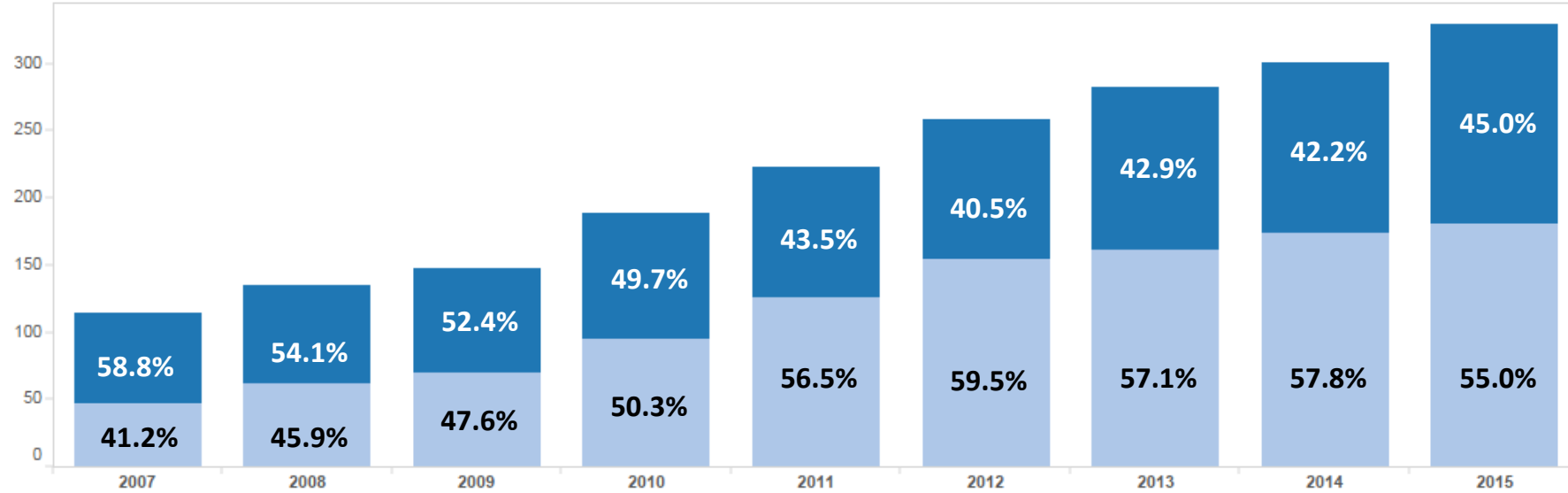
Trend by Category - Number of Academic Personnel by Faculty Category



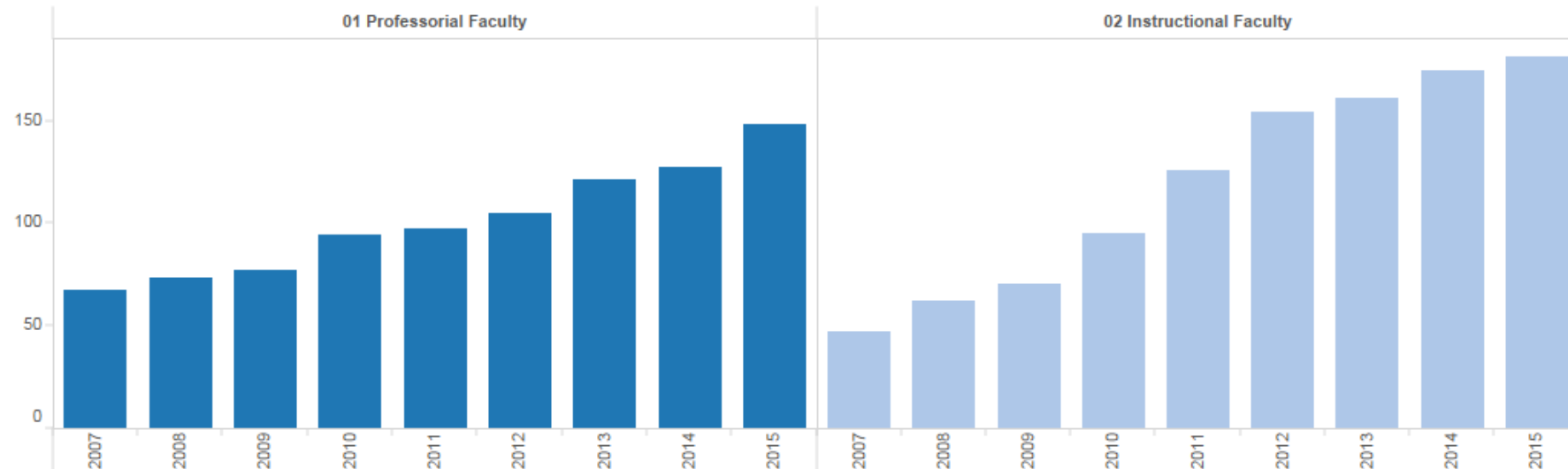
# UW BOTHELL

## Academic Personnel Demographic Trends Fall 2007-Fall 2015

Overall Trend - Number of Academic Personnel by Faculty Category



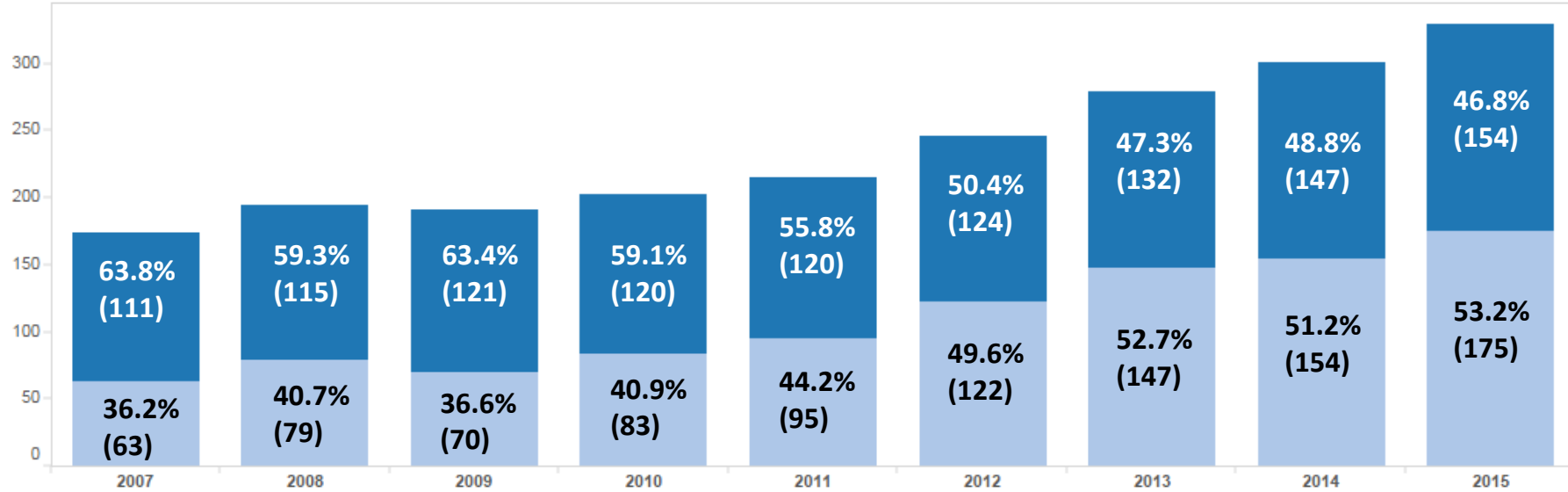
Trend by Category - Number of Academic Personnel by Faculty Category



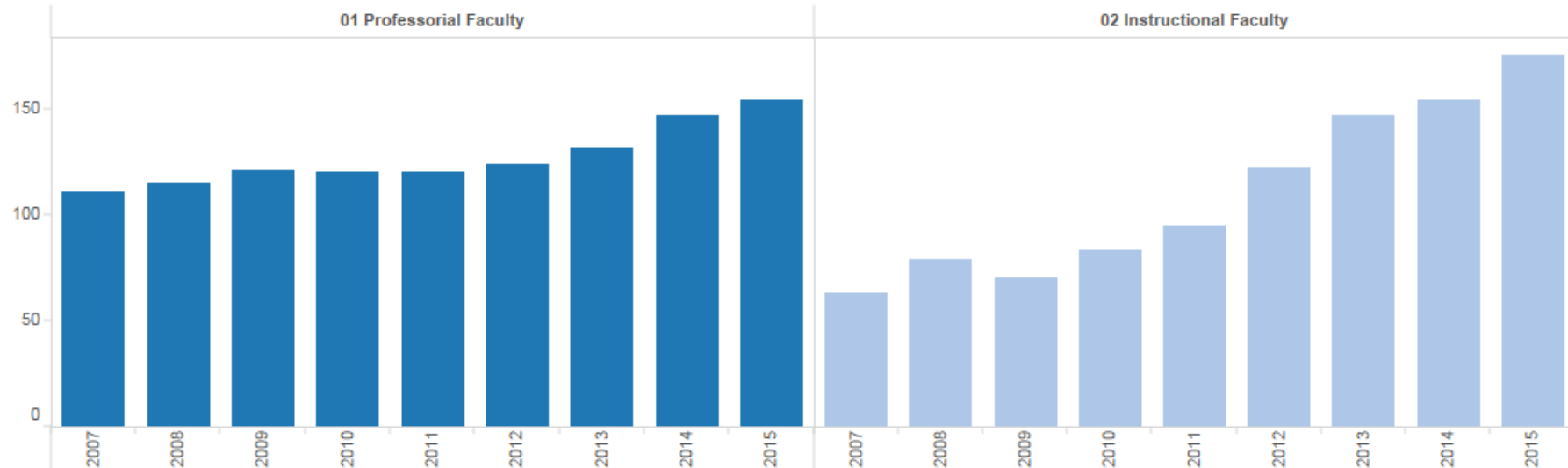
# UW TACOMA

## Academic Personnel Demographic Trends Fall 2007-Fall 2015

Overall Trend - Number of Academic Personnel by Faculty Category



Trend by Category - Number of Academic Personnel by Faculty Category





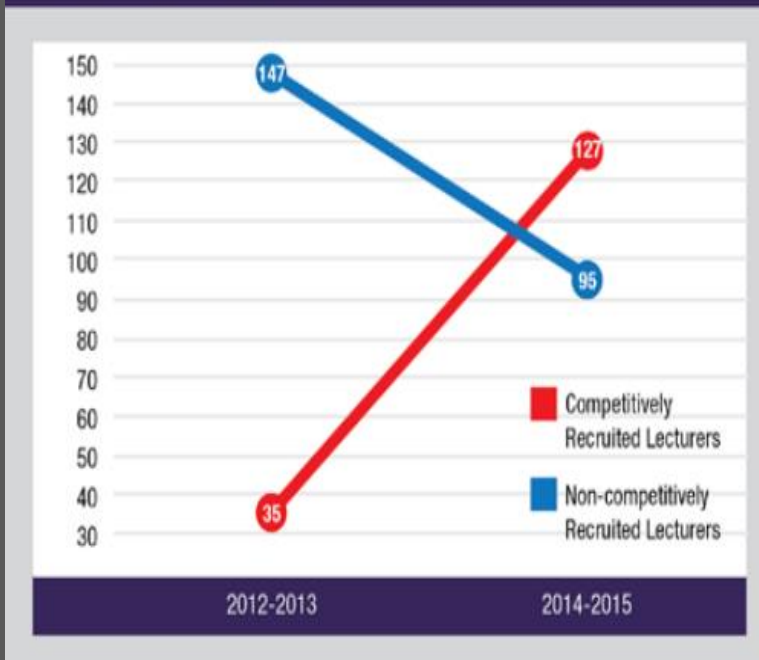
## UW TACOMA HISTORY

- UW Tacoma growth fueled through *reliance on Lecturers*
  - For practical, strategic, and financial reasons
- Carried out in a way that revealed *problematic labor politics*:
  - Instability, insecurity of the Lecturer position
- *New guidelines* regarding Full Time Lecturers issued in 2013 (Provost's office):
  - Improved Lecturer status, working conditions, career advancement opportunities
  - Faculty approval of conversions to competitive recruitment and multi-year contracts
  - Significant gains made (see graphic)
- Emerging claims of *reversion to old patterns*:
  - Faculty Affairs Committee concerns
  - Faculty Forward (union) letter (4/7)
- *New budget and growth projections*
  - Both will be placing new pressures on our hiring decisions
- Provost's emphasis on *faculty-led, long-range planning around values and principles*

## RECENT PROGRESS (UW)

### Before and After: Impact of UW Full-time Lecturer Guidelines

New guidelines provided steps to plan for, recruit and hire full-time lecturers supported by career advancement opportunities.

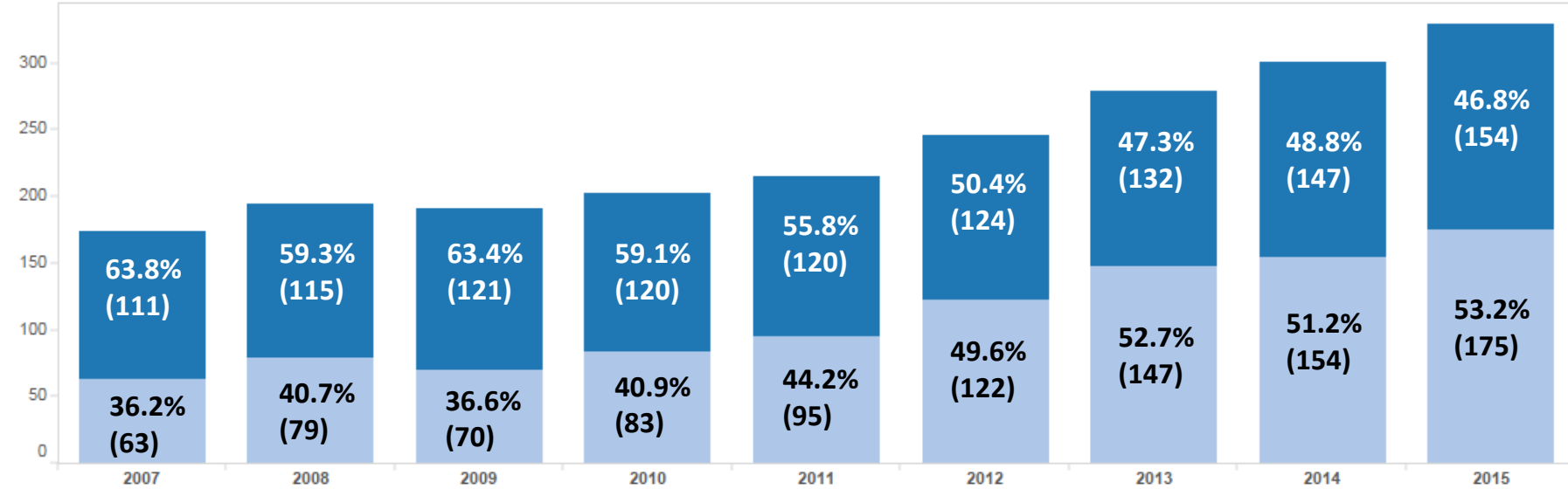


UW Faculty Senate Fact Sheet:  
Lecturers Play a Critical Role at the UW (February 2016)

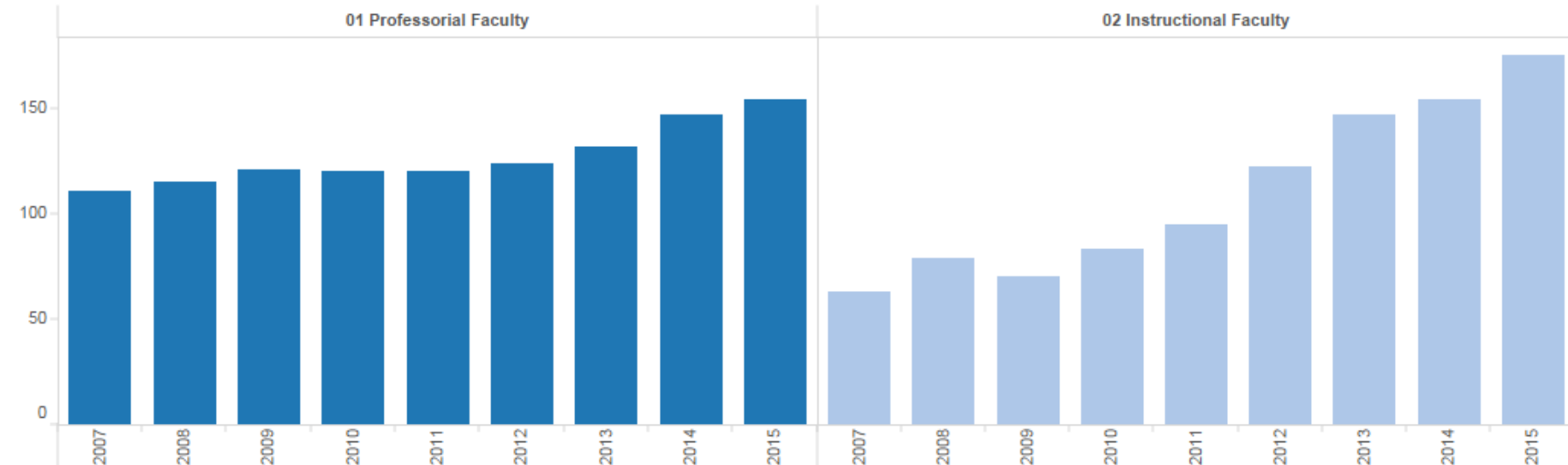
# UW TACOMA

## Academic Personnel Demographic Trends Fall 2007-Fall 2015

Overall Trend - Number of Academic Personnel by Faculty Category

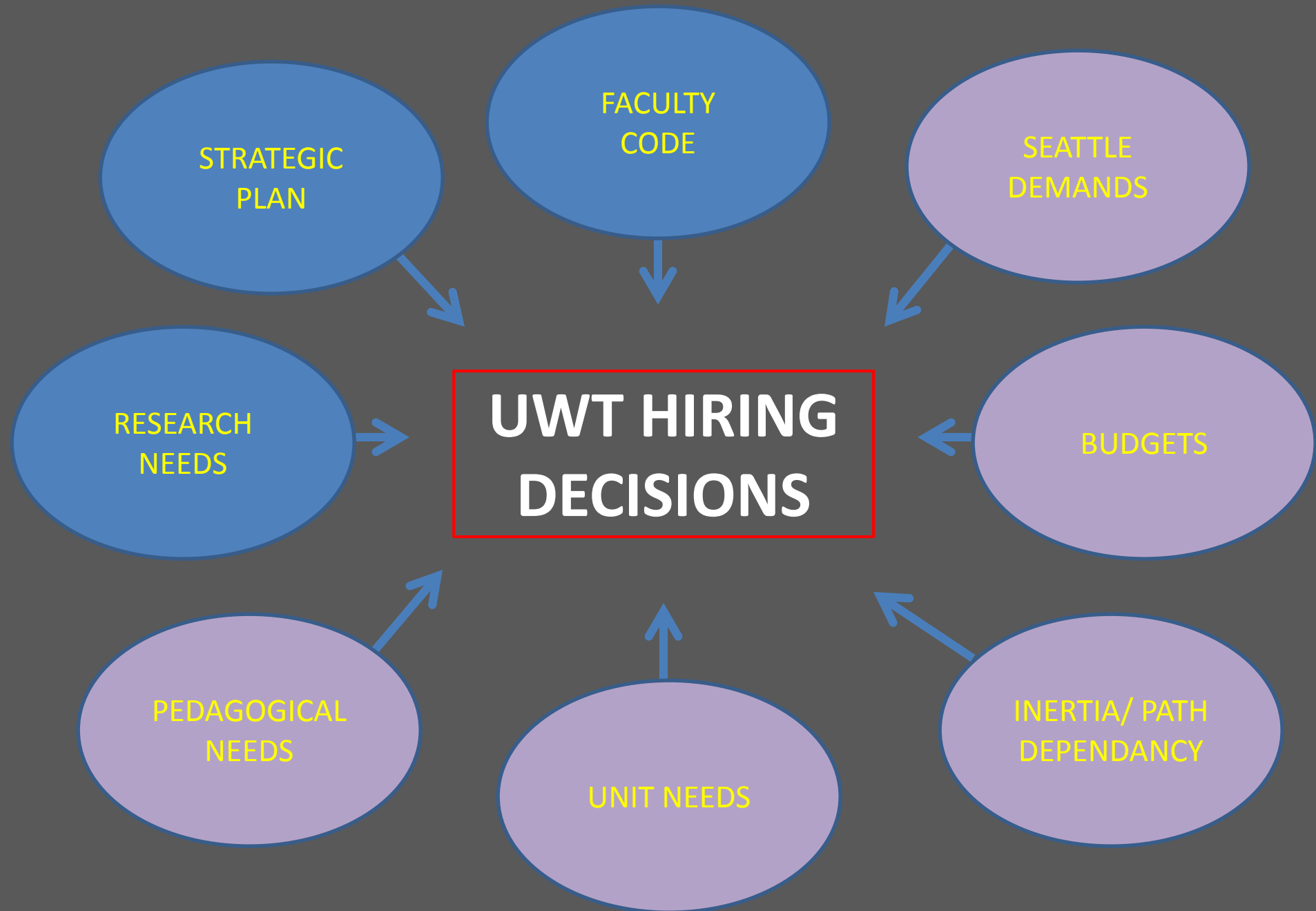


Trend by Category - Number of Academic Personnel by Faculty Category











# Presidential Orders

## Executive Order No. IV\*

### Legislative Authority of the Faculty

Subject to the provisions of Sections 2 and 3 below, the President authorizes the University faculty to formulate regulations for the immediate government of the University and to share responsibility with him or her, the chancellors at the Bothell and Tacoma campuses, and the academic deans in such matters as:

A. Educational policy and general welfare; B. Policy for the regulation of student conduct and activities; C. Scholastic policy, including requirements for admission, graduation, and honors; D. Approval of candidates for degrees... *E. Criteria for faculty tenure, appointment, and promotion*; F. Recommendations concerning campus and University budgets; G. Formulation of procedures to carry out the policies and regulation thus established.

## Executive Order No. V\*

### Faculty Authority Concerning Appointment, Promotion, and Tenure

By authority of the Board of Regents under its resolution of May 19, 1956 (*Board of Regents Governance, Bylaws, Article V*), and in conformity with applicable statutes (RCW 28B.10.528 and RCW 28B.20.200), the President authorizes the faculty of each campus, college, or school... *to participate in recommendations concerning (1) new appointments to its faculty, (2) promotions and merit increases of its faculty members, and (3) the granting of tenure to its faculty.*

## Section 24-34 Qualifications for Appointment at Specific Ranks and Titles

### Qualifications for Appointment at Specific Ranks

1. Appointment with the rank of assistant professor requires completion of professional training, in many fields marked by the Ph.D., and a demonstration of **teaching and research** ability that evidences promise of a successful career.
2. Appointment to the rank of associate professor requires a record of substantial success in both **teaching and research**, except that in unusual cases an outstanding record in one of these activities may be considered sufficient.
3. Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by accomplishments in **teaching, and in research** as evaluated in terms of national or international recognition.

### Qualifications for Appointments with Specific Titles

1. Lecturer and artist in residence are **instructional** titles that may be conferred on persons who have special instructional roles. Appointments may be renewed pursuant to Section 24-53.
2. Senior lecturer and senior artist in residence are **instructional** titles that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline. Appointments may be renewed pursuant to Section 24-53.
3. Principal lecturer is an **instructional** title that may be conferred on persons whose excellence in instruction is recognized through appropriate awards, distinctions, or major contributions to their field. Appointments may be renewed pursuant to Section 24-53.

# UW TACOMA STRATEGIC PLAN (CHARTING OUR COURSE)

## Strategic Priorities:

**Students** – Advance student success academically, professionally and personally.

**Communities** – Partner in advancing strong and diverse communities.

**Scholarship** – Expand and support a range of research, scholarship and creative activity.

**Equity** – Promote and model equity, inclusion and social justice.

**Culture** – Foster a climate and culture where we are inspired to do our best work.

**Growth** – Grow strategically and sustainably.

## Impact Goals

Emerging out of those strategic priorities are six impact goals, each of which have a number of success indicators:

#1: The UW Tacoma experience empowers students to achieve their dreams.

#2: We champion publicly-engaged scholarship.

#3: Our community partnerships are transformational and synergistic.

#4: We are grounded in social justice and embrace the assets of our diverse communities.

#5: Our campus is respectful, productive and inclusive.

#6: Our innovation drives our growth, energizing us and our region.

# QUESTIONS FOR DISCUSSION

1. How do decisions to hire new faculty get made in your unit? What contributes to the decision to hire in a specific job category (Professor, Assistant Professor, Lecturer, Part-time Lecturer, etc.)?
  - How should we as faculty (individually and collectively) shape future hiring decisions at UW Tacoma?
2. What mix of faculty do we want/need to realize our strategic planning visions and scholarly aspirations?
3. What are the ramifications of these hiring decisions for research, teaching, and service on our campus?