

Senate meeting 5/15/14 was the last meeting of the 2013-14 year.

Senate Chair Lee noted several continuing issues including the new salary policy, a (soon-to-be released) report from the Provost/Senate Tri-campus Lecturer Committee and discussions about on-line teaching and learning and degrees.

The Provost deferred most her report (in lieu of the President's report) to later reports and discussion about faculty demographics.

Rob Wood, chair of UW's AAUP commended Senate on passing new academic freedom language this year.

Class A legislation: creating a new faculty position professor of practice passed (please note that one UWT Senator voted against this).

Most of the meeting focused on the Provost report on faculty demographics presented by Jim Gregory, Susan Astley, and Ana Marie Cauce.

The following is a general overview—all the data and Powerpoint reports should become available on the Faculty Senate webpage , although Jim Gregory's report is attached here and is fascinating.

UW (all campuses) saw modest growth overall in recession. There are a number of serious issues, however, noted in terms of faculty categories, gender and race. Overall, the numbers are dismal.

In terms of faculty rank categories:

Almost all faculty growth is in instructional category (lecturers and acting), but mostly occurred in hiring lecturers. Although this was not noted specifically, we know that a large number of lecturers (both full and part-time) were hired non-competitively.

Seattle is pretty normal in this relative to national trends. Tacoma and Bothell are much more problematic; their student populations have nearly doubled over the past 6-8 years, and while their faculties have grown, almost all the growth has been in lecturer hires. Bothell saw some growth in TT hires; but most is in lecturers and most of Bothell's lecturer hires have been PT lecturer hires. Tacoma's faculty growth profile is even more disturbing—TT has been pretty much flat; but while the total number of faculty has doubled; all in lecturers (FT and PT). Again, please note that the majority of this hiring of lecturers was non-competitive. At the UW School of Medicine: almost all growth is in WOT faculty (this is a different rank from lecturers).

Age: The UW Faculty as a whole is aging; but there are no real changes or surprises in ages.

Race/ethnicity: This is very flat—it was noted that there is almost NO progress; the only growth shown was in the “unknown category” of race/ethnicity. Overall there was very little change in increasing faculty of color; some increase in Asian and Hispanic faculty hires.

Gender: the percentage of women faculty has grown slowly over last 6 years (about 42%) but rank-wise, growth in women faculty is very poor; the proportion of women faculty in the upper ranks (especially full professor) is not growing as it should, especially given the healthy number of women faculty entering the pipeline in a number of fields; At the Foster School of Business as example: less than 10% of the faculty in full professor ranks are women; in all TT ranks only 21% are women.

The question posed by Susan Astley is what the heck is going on and how do we fix these problems? Susan Astley suggested the following courses of action:

- Administration: Needs to provide more information, more consistently, and that can be more easily accessed.
- Faculty: Needs to create task forces to track, identify and address issues for rank, salary, tenure, etc. as well as gender/race/ethnicity.

Susan Astley pointed out that while the problems highlighted by the gender statistics were not surprising—a question that should be asked is why, if TT hiring is pretty equal across gender ranks, aren't women moving up the pipeline to full professor (they are coming in, but not moving up to full)? Where are they? Have they left? Gone elsewhere? It was noted as well that salaries for women are not keeping up either (nationally or within the UW) and are about 8-10% lower than men in general.

Provost Cauce's report was very similar to Gregory's and Astley's. She noted particular discomfort with UWT's growth in TT from 108 TT in 2006-7 to 131 in 2013-4 compared with growth in instructional faculty (FT lecturers) from 12 to 66 in the same period.

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Senator Elizabeth 'Libi' Sundermann