

**SOE FACULTY COUNCIL
 MEETING AGENDA & NOTES
 July 21, 2020 --- 9:00am – 10:30am
 Via Zoom**

Faculty Council Charge:

The School of Education’s Faculty Council assists the Dean’s Office with evaluating, modifying, and recommending policies and procedures related to faculty personnel matters that impact and include both full-time and part-time lecturers. The SOE Faculty Council also ensures that school-wide practices around the recruitment, retention, and evaluation of faculty align with the UW Faculty Code and UW Tacoma Faculty Assembly procedures. This body also serves as an advisory to the Dean on matters related to merit, promotion, renewal, and tenure.

SOE Working Agreements

1. Address controversy with civility and intellectual humility

- value knowledge and a commitment to ongoing growth and learning
- lead with listening (*listen to understand vs. listen to respond*)
- own your own intentions and impact

2. Challenge by choice

- use reflection and intention when opting for silence
- be mindful of your own participation
- have the courage to confront constructively and without assumptions of ill intent

3. Demonstrate respect

- model ethical behavior in our conduct and relationships
- model inclusion, collaboration, participation and fairness
- allow others to finish their thoughts/message before introducing yours (*or ask them if you can interject*)

NOTETAKER: Laura Feuerborn

***NOTE: must document on the spreadsheet number of voting eligible FC members, number present, and the number who voted**

Topic/Task	Time/Who	Outcomes	Meeting Notes
Welcome/Check-In/Agenda Overview	Rob	Check in with each other Gain clarity as to meeting outcomes	Discussed today’s agenda. More updates on COVID-19 and budget expected in Aug.

<p>PTL, FS Appointment (shared folder)</p>	<p>Rob</p>	<p>FC Members will review and vote on whether to approve the appointment of new part-time lecturers and field supervisors</p>	<p>Four voting members discussed and voted on one appointment for a PTL, two affiliate instructors, and three field supervisors.</p>
<p>Promotion of non-tenure-track faculty</p>	<p>Belinda</p>	<p>Review revision of draft document, discuss implications and determine next steps</p>	<p>Discussed the draft document and discussed next steps needed to create a document that is ready to share with SOE faculty. For example, the document could specify expectations including scholarship, leadership, and equity. Discussed how other units have promoted non-tenure track faculty, historically and currently. Clarity is a goal--explicitly distinguish between tenure-track and non-tenure-track faculty. Next steps proposed: at least one more member read the document carefully, clean up areas of redundancy, and create coherence and alignment with the mission of the SOE along with our revised SOE P&T requirements. Some members agreed to work collaboratively. FC agreed to take up this work in the fall. JA agreed to be a point person for this work.</p> <p>APT Promotion of Non-Tenure-Track Faculty</p>

<p>SOE Faculty Council Membership 2020-2021</p>	<p>Rob</p>	<p>Gain common understanding on the FC positions for next year</p>	<p>FC membership discussed in light of upcoming sabbaticals and votes. We requested clarity around the vote and decided to revisit this topic during our next FC meeting. MW will be on sabbatical during the autumn quarter of 2020.</p>
<p>SOE Faculty Compensation Structures</p>	<p>Rachel (update)</p>	<p>Deepen our understanding of pay equity gaps, and other factors related to faculty compensation. Agree on a course of action.</p>	<p>Discussed that the chancellor's office has asked to conduct a within-unit salary analysis. We discussed the considerations (e.g., within rank years of service) to attain greater equity. We may need to recalibrate our current model. Our current methods have been limited by the ceiling/maximum allowed. Additional compensation is limited by UW. Equity adjustments require consultation and compression is an issue across higher education. We will need to consider budget (e.g., course releases) implications with administrative release time for program directors. Also need to consider how resources are deployed with staff. Current roles and responsibilities of SOE staff are being adjusted, and a new staff member will be hired. This will need to be a topic for future discussion. It was noted that the current TCP director is also leading the SOE undergraduate efforts. It was noted that as we better understand the budget-related consequences of COVID-19, we may need to revisit our current resource allocation (e.g., student workers). As we have fewer practicum placements, we may need to adjust compensation and/or responsibilities of</p>

			<p>our field supervisors'. We currently offer more than other institutions and we can use this as an opportunity to leverage what we do well. We do not know how long remote learning will be our reality, so we need to have a plan with options for redeploying people. Our regional school districts are announcing that remote learning will take place in the fall; we expect this to affect our enrollment as well as our methods of supervision. Our candidates as well as SOE faculty and staff will need training in online platforms that our community schools are using. Our candidates will need familiarity with these systems/programs and will need fluent technology skills. WACTE is not willing to meet to discuss. We need PESB to adjust expectations on our candidates (e.g., requirements for hours, EdTPA) given current pandemic realities and restrictions.</p>
<p>Prioritization of SOE Faculty Replacement Positions</p>	<p>Rachel (update)</p>	<p>Priority rank the SOE replacement positions for the 2021-22 academic year</p>	<p>Discussed that we will need at least one SOE faculty replacement. The Provost office will offer more information on August 7. We need more information to determine if, how, and when we can proceed. We cannot move forward until we have more information, and this timeline is not clear. We discussed how we operate in the meantime, e.g., continuing responsibilities in terms of teaching and service. If concerns about teaching and service arise, the individual receiving the complaints/concerns should report them to</p>

			the faculty program director and the SOE Dean.
UWT Budget	Rachel	Discussion Updates	To be addressed during next meeting.
FC Meeting Dates for 2020-21	Rob	Agree upon FC Meeting dates for next year (see below)	If there are concerns about meeting dates, contact Rob. Otherwise, proposed dates will be scheduled.
Workload Policy pertaining to low-enrolled courses	Rachel/Julia	Review new information and assess progress toward creation of a written statement and menu of options to recalibrate workload.	(For Fall)

Upcoming FC MEETINGS:

(see below)

Faculty Council Membership 2020-2021 [DRAFT]

Rob MacGregor (chair)	Sept 2018-June 2021
Julia Aguirre	Sept 2020-June 2023
Laura Feuerborn	Sept 2018-June 2021
Jose´ Rios	Sept 2019-June 2021

Matthew Weinstein	Sept 2019-June 2022*SABBATICAL FALL 2020
[HOLDING]	
Rachel Endo	Ex-officio

SOE Faculty Council Meeting Dates

2020 – 2021 Academic Year

DRAFT (7/1/20)

Sept 29	Nov 10	Jan 12	Feb 23	April 13	May 25
Oct 13	Nov 24	Jan 26	March 9	April 27	June 8
Oct 27	Dec 8	Feb 9	March 30	May 11	