

**Faculty Assembly Executive Council (EC) Meeting**

March 7, 12:30 pm – 2:00 pm

Tacoma Room

**Attendees:** *Katie Baird, Jill Purdy, Zoe Barsness, Luther Adams, Greg Benner, Sergio Davalos, Linda Dawson, Yonn Dierwechter, Marjorie Dobratz, Rich Furman, J.W. Harrington, Matt Kelley, Marcie Lazzari, Debra Friedman, Tracy Thompson*

**Absent:** *Orlando Baiocchi, Bonnie Becker, Donald Chinn, Nita McKinley, Charles Williams*

**Guests:** Michelle Garner, Doug Wills, Turan Kayaoglu, Divya McMillin, Larry Knopp

**Consent Agenda**

The consent agenda included meeting minutes from the February 21 EC meeting, and the most current draft of the Proposed Statement on Faculty Mix. Katie led discussion with EC, proposing to pass the statement along to Lecturer Affairs to combine with their recommendations. After discussion, EC approved the proposal, with the exception of including a comment highlighting that “focus has been on the composition of Lecturers, but needs to focus more generally on the composition of all faculty”. Motion was made to accept the consent agenda, all were in favor.

**1) Updates, Announcements, and Information:**

- Distinguished Research Award Presentation: 2011 DRA winner Rich Furman will be presenting today from 4:30 pm – 6:00 pm in the Tacoma Room.
- Book club for next spring will be hosted by Doug Wills and Jill Purdy. The readings will focus on disruptive change in higher education.
  - Wednesday, April 10, 12:30 to 1:30, WG 208
  - Wednesday, May 8, 12:30 to 1:30, WG 208
  - Wednesday, May 22, 12:30 to 1:30, WG 208
- There are two remaining Faculty Development Workshops. The seminars will be an opportunity for faculty to learn more about the promotion/development process.
  - Associate Professors: April 3, 3:30pm to 5pm
  - Lecturers: Spring: April 24, 3:30pm to 5pm
- Campus Development Forum: will be held March 18 12:30-1:30 in the Carwein to present the vision for the campus’s physical development over the future.
- Lecturer Forum for “all campus” will be held on March 15<sup>th</sup>, 10am to 11:30am, in JOY 215.
- PI Policy: Joel Baker requested feedback from the Executive Council regarding the new UWT PI Policy. In response to his request Katie and Donald drafted a proposed response; in terms of substance, EC was asked if they would like to endorse, change, or have further discussion at another meeting.
  - Debra Friedman requested changing the expiration date from June 30 for existing policy, to a “reconsideration” date on December 30<sup>th</sup>.
  - EC moved to endorse the document with the minor change; all were in favor.

- Lecturer Affairs is drafting statement of policy. This issue is a priority in terms of developing some criteria around competitive versus non competitive lecturer hires and promotions
  - Provost Ana Mari Cauce has requested recommendations from all three campuses.
  - In two weeks, EC will have a formal proposal to vote on. The Lecturer Affairs' open forum on March 15 is designed to collect broad feedback regarding the recommendations.
- Faculty Leadership of UW Senate has been working on a new salary formula.
  - The revised system would add automatic "steps" to the promotion ladder at the full professor and possibly associate professor rank.
  - The Senate has asked for feedback from this campus; Jack Lee and Jim Gregory have been invited to visit UWT in the spring to hear our collective voices.
  - Next EC meeting, Katie will bring specific options for dates to meet with Senate leaders and give feedback

## 2) Budget Discussion:

Prior to the EC meeting, Debra Friedman provided a memo with an attached spreadsheet outlining the requests from the academic units for the next hiring cycle. The memo emphasized two major budget decisions for FY 2014/15; the addition of new faculty and salary increases. It also incorporated macro level questions, in which the chancellor requested counsel from the EC. Chancellor Friedman stressed the importance of primarily focusing on faculty searches, followed by discussion about faculty salaries, and opened the floor for questions and comments.

### New Hires

- New hires proposed by the academic units for the next hiring cycle include 27 faculty search requests
- 9 of the requests were for Lecturers, and 18 were for tenure track professors

### Faculty Questions and Considerations

- Monitoring of student growth—where the data is coming from, and how is it being used to determine decisions?
- Current composition of UWT Faculty—if the proportion of tenure track requested were to be approved, would it shift the overall composition of our faculty?
- Rationale for contracts—is it about creating a community of scholars in distinctive areas, or the flexibility and teaching skills supplied by lecturers?; also, how do we privilege one over the other?
- When bringing in faculty to administratively and institutionally build out new programs, what are the requirements to successfully build out viable new programs?
- Service contribution expectations—full-time versus part-time faculty
- Investments—are they being made in response to proven demand versus areas of anticipated demand; are these strategic investments to build distinctiveness or to fill in the basic capacities? Also, what informed those choices?
- What are the criteria by which "trade-offs" are made, and the underlying drivers of the prioritization scheme?
- Infrastructure of governance and administration of the university—the burden of representation duty falls primarily on the backs of associate professors and full professors

- Culture of research and scholarship—tends to be overlooked or constrained; UWT is still growing a research infrastructure of culture and needs a lot more people engaged in scholarship and research to create the kind of synergies a larger university is going to encompass.
- Equity issue from the perspective that we have open positions where we will be competitively recruiting for multi-year contracts, and we have people who have been here for quite a while on year to year contracts who have institutional knowledge and expertise.
- There were no requests for the designation of research professors.

#### **Responses to the above concerns offered by Chancellor Debra Friedman**

- UWT has a very good relationship with Institutional Research office in Seattle, which is where all of UWT's informational research is sourced from. The data was presented to Faculty in the FA January 25 meeting, and the data is very consistent.
- If the requests are funded, the data will be slightly in favor of tenure track with only a marginal difference, which has been happening already. With the searches being culminated right now, we are likely to hire some senior rank positions and build up that capacity.
- Chancellor Friedman stated that the different levels of maturity and growth in the various units, and the diverse challenges of leadership are what form choices regarding investments. She used the growth of the Institute of Technology, and the expectation of leadership to double the size of the institution as an example that combines distinctiveness and demand, as well as growth, both past and future. Budgeting decisions are a balancing act; we will take on some risks but not all risks. We have to be attentive to demand but not entirely driven by it.
- There are tradeoffs for leadership and faculty; we have to identify where emphasis lies, given that we can't do it all. The kinds of issues raised by the Faculty Assembly, and their desires, advice, and perspectives are very important, and what helps in thinking about and determining of the trade-offs.
- Faculty have expressed a strong preference for multi-year lecturers to give stability to students and to be more thoughtful towards lecturers themselves. Leadership has to determine if the institution can take the financial risk to take on multiyear lecturers.
- The context is that UWT is growing, but all parts of the institution will not grow at the same rate; growth is a mixture of factors including the wish and will of the constituent faculty to do so. The chancellor urges all to consider growth in the broadest possible terms. Growth is neither uncertain nor only a matter of a single factor.

#### **Summary**

- For the sake of time, Katie redirected the EC discussion s. She highlighted three separate issues raised, by which the EC can weigh-in on the topics, and some questions regarding EC's role. These include:
  - How much is spent on direct instruction versus other expenditures  
What is the composition of faculty and how does the budget influence this composition
  - Input on the substance of the hiring proposals
- Katie stated that the EC doesn't have the context or storyline that the Chancellor has, making it difficult to give the substantive feedback requested. After brief discussion, the EC and Chancellor agreed to continue the current conversation at the next EC meeting on March 21.

- EC requested to have a written document because everyone has different interpretations of the discussion that took place, and faculty need to have a document to take back to the units to ensure accurate representation of their sentiments.
- Chancellor Friedman urged the council to remember that this is an evolving set of conversations that we want to deepen over the years; all decisions don't have to be made right now. We want to keep going, and enrich and deepen conversation so that it reflects the best kind of discourse that there can be, and so that it becomes the best example of shared governance that exists.
- Katie and Jill will write up a proposal concerning what to do on the 21st, and come to the next meeting with a set of issues that need to be addressed. (I.e. Faculty composition, tenure track versus non-tenure track). All EC members were encouraged to informally give feedback on the various issues the committee needs to think about and address at the next meeting.

**Meeting Adjourned 2:02 pm.**