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**Faculty Affairs Committee Meeting Minutes**

November 15, 2016 1:30-2:30pm PNK 212

***Present:***Margo Bergman, D.C. Grant, Sarah Hampson, Marian Harris, Susan Johnson and Jim Thatcher

***Excused:***Greg Benner

1. **Consent Agenda**

* The October 18, 2016 Faculty Affairs Committee (FAC) Meeting Minutes were approved, with a minor correction made to the date noted on the minutes from September 26th to October 18th.

**Chair’s Report and Discussion items**

1. **Lecturer Affairs Committee (2016-17 Charge)**

* There was a discussion of the Lecturer Affairs Committee charge, and a unanimous agreement to approve it. Marian noted that this group is invited to attend Lecturer Affairs Committee meetings, and she will send out a reminder about upcoming meetings.

1. **Equity and Inclusion (Ongoing Charge)**

Margo related her meeting with the Executive Council (EC) with regard to our proposed charge on equity and inclusion. A number of items that came up at the EC meeting were discussed:

Climate Survey

* The EC is supportive of our interest in conducting a climate survey, but wants to ensure that we are not duplicating work that is being done on this in other places on campus. It was suggested that the COACHE is something we should seriously consider repeating on campus, though there was some concern that this survey does not include students and staff as well. There was also some discussion about whether a standard survey or a “bespoke” survey would be more desirable. It was generally agreed that if we initiate a climate survey we should include the Center for Equity and Inclusion.
* Marian will look at climate surveys that have been conducted at comparable institutions and provide that information at a future meeting.

Information Gathering

* All FAC members must gather information about race and equity initiatives that are planned or underway in their respective academic units before the next meeting.
* All FAC members must also gather information about whether or not their respective units have a child care policy in place.

Monitoring Equity and Inclusion in Searches

* Margo stated that the EC was not opposed to the monitoring of searches for equity and inclusion issues, but were concerned about *how* this monitoring would happen. They would like clarification on what the FAC has in mind. Margo suggested that presenting them with a formal proposal may be the best idea.
* A discussion took place about where equity and inclusion monitoring was most lacking, and it was generally agreed that non-competitive, full-time hires were where there was particular concern about non-equitable hiring practices.
* It was generally agreed that the FAC would draft a policy recommendation to the EC that would recommend that the university must conduct a competitive search after only one year of a non-competitive, full-time position being in place.
* D.C. volunteered to draft this policy recommendation.

“Stop-the-Clock” and “Bonding Leave”

* Margo stated that the EC had raised two other issues of concern to them regarding equity and inclusion that they would like us to take up: the UWT policy on stopping the tenure clock and its policies on family or “bonding” leave.
* A discussion took place, based on the comments from the EC, and it was generally agreed that the FAC should draft a policy recommendation for consideration by the EC. The committee would recommend that the UWT “stop-the-clock” policy require faculty to “opt-out” of stopping the tenure clock when taking family or medical leave, rather than “opt-in” which is the way the policy currently operates.
* Sarah volunteered to draft this policy recommendation.
* Some members of the EC also mentioned that the UW once had a “bonding leave” policy, which allowed fathers and adoptive parents to take paid leave. This would be in contrast to the current UW policy that only allows for unpaid leave under those circumstances. A discussion took place and it was generally agreed that the FAC should also draft a policy recommendation to take to the EC suggesting that a similar paid leave be reinstated.
* Sarah volunteered to draft this policy recommendation.

1. **Equity/Gender Issues (Sarah)**

* Sarah briefly stated that UWT appears to have no lactation policy or information on its website regarding lactation resources. A discussion took place, and it was generally agreed that having a lactation policy and more information available would be beneficial to faculty, students and staff.
* Sarah volunteered to draft a policy recommendation to bring to the EC, and all agreed that working toward better information on the UWT website should be a future goal.

1. **Bullying (Susan)**

* Susan wanted to raise the issue of workplace bullying in light of the FAC charge regarding diversity and inclusion. She suggested that a few questions specifically addressing workplace bullying be added to the climate survey.
* Discussion took place, and there was general agreement that these questions should be added. Susan will look for examples of questions we can use from other surveys such as those conducted at UMass Amherst.

1. **Other Business**

* Marian mentioned that some students had approached her to discuss the issue of childcare. She is meeting with them in the coming weeks, and will report back to the FAC.
* Margo volunteered to help with any childcare initiatives/policies going forward.

1. **Adjourn**