

Executive Council Report 2015-2016

During the 2015-2016 terms of service, Faculty Assembly leadership (chair, vice chair, & administrative coordinator) attempted to be responsive to issues raised by faculty in an inclusive & collaborative manner with administration, faculty, staff, & students. When appropriate, Faculty Assembly leadership advocated on behalf of faculty & others.

The following tables reflect the activities of the Executive Council, its standing committees, & various associated groups in response to issues raised by faculty. The first table is in approximate chronological order, though many issues were addressed throughout the academic year. The second table lists the standing committees, ad hoc committees, campus fellows, & other groups associated with the Executive Council & Faculty Assembly.

| <u>Issue/Topic</u> | <u>Response</u> | <u>Further Action</u> | <u>Ongoing 2016-2017</u> |
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| Race & Equity | Resolution Concerning Faculty Support for Diversity, Equity & Inclusion on the UWT Campus , in response to the Demands of the Black Student Union (BSU), Spring 2015, & campus climate issues; Executive Council (EC) voted to pass it on 12/2/15 | Table discussions around Resolution, race & equity issues, & the Diversity Campus Fellows' Statement at Faculty Assembly (FA) 2016 Winter meeting: Notes from Table Discussion, 1/29/16 | |
| | Revised Bylaws Charge for Faculty Affairs Committee (FAC) , including the addition of ongoing attention to matters of race & equity, Fall 2015-Spring 2016 | EC voted to approve this Bylaws addition on 4/6/16 UWT Faculty voted to approve it on 5/9/16 | FAC & EC will work together on the implementation plan to address this additional charge -FAC help to institutionalize annual campus climate survey? |
| | Diversity Campus Fellows Statement , January 2016 Presented to EC on 1/15/16; brief presentation at Faculty Assembly (FA) winter meeting, 2016 | An EC sub-committee reviewed the Diversity Campus Fellows' recommendations alongside the table discussion notes from FA 2016 winter meeting & incorporated them into faculty recommendations to the Chancellor | |
| | Recommendations to the Chancellor , Based upon table discussion notes from FA Winter 2016 & Diversity Campus Fellows' Statement, submitted to Chancellor March 2016, affirmed by EC 5/4/16 | Race & Equity Workshop led by Robin DiAngelo, UWT Admin/Leaders as attendees, 5/19/16 Handout: Continuum on Becoming an Anti-Racist, Multicultural Organization | Invite Robin or other facilitator to work w/ EC & other standing committees: create a plan to encourage schools/programs to implement strategies to create & sustain an anti-racist climate |
| | Endorsed proposal of an Intro to Inclusive Classrooms SEED training (Strengthening Educational Excellence w/ Diversity) to be at the New Faculty Orientation (Fall 2016), April 2016 | New faculty Orientation (NFO) committee included SEED training in NFO agenda planning, Spring 2016 | Have SEED, or another anti-bias training, as part of on-boarding for all new faculty & staff at UWT |
| | Discussed the Deficit Discourse on Campus, EC meeting 5/20/16 | Acknowledged its prevalence as part of climate, race, & equity issues & the need to bring awareness about it | Ongoing conversations & intentional work toward Assets/Strengths-Based Discourse |

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| Strategic Plan | “Big Question” Activity facilitated by Bonnie Becker, co-chair of Strategic Planning Steering Committee (SPSC), & Nita McKinley, SPSC & EC member, at EC meeting 10/16/15 | Update & feedback gathering on Strategic Priorities, Mission, Vision, & Values by Bonnie Becker at EC 3/18/16 Final call for feedback in 2015-2016, via email 6/1/16 | Faculty Assembly & EC will remain active & collaborative in the Strategic Planning process |
| Unionization | Unionization Survey sent to Faculty in Fall 2015 to assess what information faculty members needed | “Pro & Con” Panel at Winter 2016 FA meeting addressed questions submitted by faculty attendees | Keep faculty informed of ongoing unionization process |
| W-Course Requirement | EC reviewed historical documents regarding the 2012-2013 Writing Fellows , the Writing Consultants’ Report , & the proposed W-Course Requirements , Winter 2016 | | Given ongoing transitions in the Teaching & Learning Center, these issues will be revisited in Autumn 2016 |
| Faculty Composition | A Lecturer Panel presented data on Lecturer service-loads at the Faculty Assembly 2016 Spring meeting; table discussions on faculty composition: Notes from Table Discussions, 4/22/16 | Executive Council & Faculty Affairs Committee reinstated Lecturer Affairs as an Ad Hoc committee of Faculty Affairs Committee, Fall 2015 FA leadership secured equivalent compensation/course release (winter & spring 2016) in the event that a Lecturer was elected FA vice chair | Continue the conversations on faculty composition |
| Time Schedule Matrix (TSM) | As a follow-up from a 2015 Faculty survey on the TSM , EC reps worked w/ Registrar, Spring 2016 | Models A-D considered by EC , w/ preference given to Model D version 2 | Continued conversations about revising the TSM to meet faculty & student needs, in alignment with UWT mission & values, as well as, growth & space projections |
| Faculty Salary Policy (FSP) | Held 4 forums for information & discussion of FSP & attended SIAS faculty meeting to answer questions, May 2016 | Class A legislation #139, Faculty Salary Policy, did not pass. The final results of the vote on Class A legislation # 139 regarding the Faculty Salary Policy: [Balloting closed at 5pm Friday, June 10, 2016.] -Total ballots sent: 4,739 -Total ballots received : 2,742 -Percent of eligible faculty who voted: 57.85% -Percentage of “yes” votes: 1,328 (48.43%) -Percentage of “no” votes: 1,356 (49.45%) -Abstentions: 58 (2.12%) | UW Faculty Senate & UW Administration have made commitments to draft a new Faculty Salary Policy |

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| Reviewed <i>Evaluating Teaching in Promotion & Tenure Cases: Guide to Best Practices</i> | EC & the Teaching Evaluation Campus Fellows reviewed Evaluating Teaching in Promotion & Tenure Cases: Guide to Best Practices April 2016, at the request of Beth Kalikoff, Director, UW Center for Teaching & Learning | EC's feedback on the Guide was sent to Beth Kalikoff, April 2016 | Continued conversations regarding teaching evaluation practices in P&T; also related to the Teaching Evaluation Campus Fellow's Report & Recommendations |
| Spring 2016 Elections | Conducted elections for FA leadership & solicited elected faculty representatives from schools/programs as needed for various FA committees & also UW Faculty Councils (Faculty Council on Tri-Campus Policy) | | In the event of an election tie for a UWT representative on a UW faculty council (FCTCP), confirm best procedure w/ UW Senate & the Secretary of the Faculty |
| Arts Major | Brought to EC by a Culture, Arts, & Communication (CAC) faculty member for the 6/1/16 EC meeting: Support for Art Major on Campus ; EC gave a consensus of support for an Art Major | This led to further discussion that clarity is needed regarding the process for proposing new academic programs, especially in regards to budgeting | Ongoing into 2016-2017 as FA endeavors to clarify faculty's role in budgeting processes |
| Budget Input & Involvement | Clarity needed regarding Faculty's right & responsibilities in campus budget decisions (Faculty Code 23-45.B) | Investigating shared governance budgeting examples/models, summer 2016 | Further investigation of faculty input into budgeting processes |
| Promotion & Tenure Guidelines | Suggestions submitted to Faculty Assembly leaders by a faculty member, end of Spring 2016; APT leadership was forwarded the suggestions | | Consider the following: -streamlining files for P&T to make work load more manageable; APT could offer units guidelines, created collaboratively w/ Academic HR to improve the process -limit number of pages for narrative letters -service listed on CV; evidence of service letters not needed -documentation for teaching effectiveness varies widely – need guidelines for teaching portfolio -APT, Academic HR, EC should endorse such guidelines that could allow for customization, but would create greater consistency & efficiency |

| Groups | Report | Other | Ongoing 2016-2017 |
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| ACADEMIC POLICY & CURRICULUM COMMITTEE (APCC) <i>Standing Committee</i> | APCC 2015-2016 Report | DL Course Designation & Review Policy Approved by EC on 3/2/16 & 4/6/16 | 2016-2017 charge to be determined by Faculty Assembly Leadership as they review report during summer 2016 |
| APPOINTMENT, PROMOTION & TENURE COMMITTEE <i>Standing Committee</i> | APT 2015-2016 Report - pending | Appendix A of UWT Handbook (P&T) Revisions Worked on by APT committee; to be reviewed by EC Fall 2016 | 2016-2017 charge to be determined by Faculty Assembly Leadership as they review report during summer 2016 |
| Teaching Evaluation Campus Fellows | Charge given: 11/2014 Report Submitted: 6/8/16 Teaching Evaluation CF Report | Presented to EC on 5/20/16: Slides | Their recommendations are part of the ongoing conversations about Promotion & Tenure (P&T) process clarification |
| FACULTY AFFAIRS COMMITTEE (FAC) <i>Standing Committee</i> | FAC 2015-2016 Report | Revised Bylaws Charge for Faculty Affairs Committee (FAC) , including addition of ongoing attention to matters of race & equity, 2015-2016; Campus-wide Childcare Survey Spring 2016 | 2016-2017 charge to be determined by Faculty Assembly Leadership as they review report during summer 2016 |
| Lecturer Affairs Committee (LAC) <i>Ad Hoc</i> | LAC 2015-2016 Report EC & FAC reinstated Lecturer Affairs as an Ad Hoc committee of FAC Fall 2015 | A Lecturer Panel presented data on Lecturer service-loads at the FA 2016 Spring meeting; table discussions on faculty composition: Notes from Table Discussions, 4/22/16 | Lecturer Affairs Committee will continue their work in collaboration w/ FAC & FA leadership; continuing work on a Handbook for Part-Time Lecturers |
| Diversity Campus Fellows | Charge given: 11/25/14 Report Submitted: 1/15/16 Diversity Campus Fellows Statement | The recommendations within the Diversity Campus Fellows' Statement were reviewed alongside the table discussion notes from FA 2016 winter meeting & incorporated into recommendations to the Chancellor | Their report & recommendations are part of the ongoing race & equity campus conversations |
| Ad Hoc Faculty Admissions Committee | Charge given: 11/14/14 Report Submitted: 4/13/15 Ad Hoc Faculty Admissions Committee Report | FA chair met w/ faculty members from this committee to clarify the committee's process/findings & to determine next steps. FA chair & vice chair then met w/ Karl Smith, Associate Vice Chancellor & Chief Admissions Officer; they made a plan to institute an annual collaborative meeting between Admissions & FA leaders in order to involve & update faculty on admissions | Admissions & FA leaders met in Summer 2016. Karl Smith, Associate Vice Chancellor & Chief Admissions Officer will attend an EC meeting in Fall 2016. Ongoing work toward better coordination between Faculty Assembly and Admissions |
| SAASFA <i>UWT Campus Leadership</i> | Staff Association co-chairs, ASUWT officers (President & Finance), Faculty Assembly chair, vice chair, & admin., met w/ the Chancellor quarterly to update, discuss, & collaborate on issues that affect all parties Summary of Major Topics | Topics included: Race & equity issues; the need of an infrastructure to link & support the various diversity, race, & equity committees at UWT & UW; the Time Schedule Matrix's effects on students, faculty & staff; Staff Associations movement toward a representative body; ASUWT & Chancellor's draft: Memorandum of Understanding Regarding Shared Governance | Further collaboration regarding the issues around the TSM, the need for equity & diversity committees to have an interconnected infrastructure, & further consideration of the <i>Memorandum of Understanding Regarding Shared Governance</i> as a model for future documents of like-kind |

Service Responsibilities of Faculty Assembly Leadership

Faculty Assembly leadership participated on the following campus-wide & UW-wide committees & councils:

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| UW Tacoma | Chancellors Cabinet | chair & vice chair |
| | Executive Budget Committee | chair |
| | Campus Budget Committee | chair & vice chair |
| | Academic Council | chair & vice chair |
| | Monthly Meetings w/ Chancellor & EVCAA | chair & vice chair |
| | SAASFA | chair, vice chair, & FA administrative coordinator |
| | FA Leadership meetings | chair, vice chair, & FA administrative coordinator |
| | Executive Council | chair, vice chair, & FA administrative coordinator, standing committee chairs |
| | Academic Policy & Curriculum Committee | APCC chair & FA administrative coordinator |
| | Faculty Affairs Committee | FAC chair & FA administrative coordinator |
| | Appointment, Promotion & Tenure Committee | APT chair, & as needed, FA administrative coordinator |
| | *As well as, other ad hoc or sub-committees throughout 2015-2016* | |
| UW-wide: | Faculty Senate & Senate Executive Committee | chair |
| | Faculty Council on Tri-Campus Policy | vice chair |

This report is designed to show the range of shared governance, cross-campus, & university-wide collaboration, as well as, maintain continuity & connectivity for the faculty, staff, students, & administration who have given much time & effort in their service to the University of Washington, Tacoma.

Marcie Lazzari, Faculty Assembly Chair
2015-2016



Mark Pendras, Faculty Assembly Vice Chair
2015-2016



Ruth Ward, Administrative Coordinator to
the Faculty Assembly

