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**Faculty Affairs Committee Meeting Minutes**

September 25, 2017 3-4pm CP 103

***Present:*** *Sarah Hampson, Susan Johnson, D.C. Grant, Jim Thatcher, Margo Bergman. Absent: Greg Benner. Excused: Gillian Marshall*

1. **Consent Agenda**

The June 6, 2017 Faculty Affairs Committee Meeting Minutes were approved.

1. Chair’s Report and Discussion Items:
   1. **Fall Meeting Schedule**

The FAC meeting schedule for Fall will be Monday 10/16/17, 11:30-12:30, Monday 10/13/17, 11:30-12:30, and Monday 12/4/17 or 12/11/17, 11:30-12:30.

* 1. **EC Defined Charge Items**

**Parking and Bus #586** - FAC members chose to prioritize this charge item for the beginning of the academic year.

**[also item c & d from agenda]**

* Bus #586 – doesn’t serve UWT as a “shuttle” as it used to
  + Who to connect with about this?
  + Ask for campus to campus shuttle all day so that UW Tacoma folks can attend meetings in Seattle and UW Seattle folks can attend meetings in Tacoma
  + Idea: all faculty & students pay for U-Pass in order to fund this shuttle?
* Follow up with James Sinding about Campus Parking plan
  + Have parking permits delivered earlier so faculty can park for the full 9 months they pay for
  + Issue of double-selling parking spots
* D.C. will send email of parking solution ideas
* Measurable goal: Create a business proposal
  + There would need to be a capital investment, but over time, it would pay for itself and could create revenue
  + There is an existing structure near campus that could be renovated and utilized for parking

**Proposed Policy on Non-Competitive Faculty Appointments** - continued from spring 2017

* D.C. will work with Lecturer Affairs Committee (Jim and Jeremy) to finalize draft
* Will try to circulate before next meeting and then vote at next meeting
* Once FAC votes to approve, this policy will be forward to EC for a vote.
* Goal: send to EC within October 2017

**Childcare and Early Childhood Education**

**[also item e from agenda]**

* Can traction be gained for more childcare at UW Tacoma?
* Highlight: Infant care is very hard to find
* Update - Amy Hawkins is now in advisory role; not a formal UW committee any longer
* Ideas:
  + Partner with School of Ed. & do early childhood education…lots of considerations (space, etc.)
    - Could be very beneficial to whole UW Tacoma community to have a facility on campus
  + Partner with Bates or other institutions/childcare centers – capacity issues
* Muse – very expensive (esp. for students); “slots for our students, faculty, and then community” – anecdotal; Figure out a way for the Muse to not be cost prohibitive
  + Are there slots available? How many?
* Demand study (like for court 17) – Paul Weed’s office – reports to Patrick Clark
  + Numbers? FAC did Survey in 2015 and again in 2016
* First step:
  + Economics of childcare – quality programs are expensive, but there may be state monies to subsidize certain programs
  + Explore options with state funding to support a childcare program
* Measurable goal: Create a business proposal

**Race & Equity Issues –** FAC members chose to have deeper considerations of this in winter quarter.

* Focus on the Faculty hiring process
  + Can help consult/advise on searches
  + Review/consult about advertisement
  + Find out if/which units have R&E hiring guidelines
  + There needs to be transparency around evaluating the candidate pool for diversity
    - Candidates are not required to disclose race or ethnicity on application
    - Perhaps use a different approach that looks at experience, teaching philosophy, research philosophy before the search committee looks at candidate’s name or where they received their degree(s)
    - When looking at paper documents, could identifying information be redacted?
    - When would it be un-blinded?
* There were guidelines for hiring committees put out by former EVCAA
  + Use these to create policy
* Overlap - want to make sure there is collaboration and not silos
* Look into the training provided for faculty who are on search committees
  + Sarah Hampson is attending said training in October. She will report back on her experience
* Idea: ask to fund more faculty lines for areas of research that have diverse pools, i.e. Curriculum of Color, courses on the history of African American Activism, etc.
* Will need full participation from FAC members (some absent) before deciding next steps
  + There are many levels of complexity
* Measureable Goal: TBD.

**Teaching Evaluations** - Campus Fellows Report

* Recommendations from report:
  + Build a structure and have faculty do more than one kind of evaluation
  + Student evaluations should be taken with “grain-of-salt” due to bias;
    - Include policy language for this
  + Create structure for peer-evaluations
    - They have been seen differently (i.e. less weight) because there is no formal structure
  + Faculty teaching portfolio become part of promotion & tenure (or teaching evaluation)
    - Concern that this could add more of a burden to faculty who are preparing for promotion and tenure
  + Formative peer review process so in long run it can become summative; see follow up and growth, documented in portfolio, can be given more weight
    - If faculty member is doing same thing year after year – red flags
* FAC members will read report and discuss further at future FAC meeting

**Climate Survey**

* History:
  + Rankin & Associates proposal to UW Tacoma ($70k) deemed too expensive
    - Advantage is they survey students, faculty, & staff; good data set
  + Rankin & Associates are now preliminarily involved in UW wide survey coming out of the Diversity Blueprint
    - Rankin & Associates have applied for this; has not yet been decided
    - Ricky Hall, Dr. Deirdre Raynor (interim Assistant VC Equity & Inclusion), Chancellor Pagano, and Marian Harris met to discuss Tacoma’s input in this survey
    - Ricky Hall will include Marian (though on sabbatical) and Deirdre on survey committee to make sure that there is a part focused on Tacoma
    - Make sure UW Tacoma is well represented in survey
* How much will FAC be directly involved?
* D.C. will contact Marian about this

1. **Adjourn**