

Faculty Affairs Committee  
Minutes  
January 9, 2007

Present: Cathy Tashiro, Marian Harris, Marinilka Barros Kimbro, Bob Howard  
Absent: Johann Reusch, Steve Hanks  
Submitted by Bob Howard

**Topics: Workload Equity/Equality; Faculty Lounge**

The committee looked at using the UW Seattle School of Social Work as a general model. In this model, each faculty member is given “workload credits” for teaching and other activities.

The committee began to construct desiderata for a policy for UWT.

Proposal/suggestion: A full load for each faculty member would be 20 credits. Faculty would get one credit for each credit hour for each course taught (e.g., five credits for a five credit course; three credits for a three credit course).

We should adopt the credit multiplier used by the University of Texas to apply to courses based on class size (i.e., large three-credit courses would generate additional credit over a small three credit course).

Credits would be given for other activities.

Some examples:

- 1 credit for being the chairperson of a faculty assembly committee, curriculum committees, and campus-wide search committees; 0.5 credit for committee membership.
- Faculty Search Committees
- Advisor to Student Organizations
- P & T Committees
- Institution Building Committees and Task Forces (e.g., new programs, new courses, civic engagement)
- Serving as Editor of a professional journal.

We should adopt the credits for publications used by UWS School of Social Work.

Credits for publications and overload can be “banked for three years” as is the cast at UWS School of Social Work.

We need provisions for course buyout through grants.

We need to have a campus-wide calendar for assigning workload for each year.

Faculty lounge: We will meet with Jim Coolsen at our next meeting to discuss possibilities and financial effects of different models.