



# SPRING MEETING

May 3, 2024 | 1-3 pm | WPH

# Meeting Agenda

- Welcome & Land Acknowledgement
- Tri-Campus Engagement
  - Faculty Senate Chair remarks: Cynthia M. Dougherty
  - Meeting Faculty Senate Leaders
- EC Updates
  - Chair's report: EC Chair Huatong Sun
  - Academic Plan: APCC Chair Julie Masura
- UWT Equity-Minded Faculty Workload Initiative: FAC Chair Sharon Laing
- Campus Update: EVCAA Harris
- Break
- Faculty Support and Resources
  - Brief presentations
  - Roundtable discussion

# Welcome and Introduction

**Andrew Seibert**

Program Coordinator, Faculty Assembly

**Huatong Sun, Ph.D.**

Chair, Faculty Assembly

Professor, School of Interdisciplinary Arts & Sciences

# Land Acknowledgement

- Before we begin our retreat of the UW Tacoma faculty assembly, let's take a moment to recognize that our university sits on the ancestral homelands of the Puyallup Tribe of Indians, whose ancestors have lived on and cared for this land for thousands of years. Please join me in expressing our deepest gratitude to the Puyallup and other Coast Salish people for their long-enduring and continued care for this region's land and waterways.

# TRI-CAMPUS ENGAGEMENT

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- Faculty Senate Chair remarks: Cynthia M. Dougherty
- Meeting Faculty Senate Leaders

*Quote from Cindy's Senate Chair Report on 5/2*

"I have been reflecting almost every day how our world is changing, given all that is happening in the US and abroad. One of my favorite quotes about change is from Barack Obama, when he said that **“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek”**. This quote speaks directly to me and I hope all of you, when you think and act in the Senate to step forward to address issues that need to be changed, to make improvements for our faculty and on our campuses. I have great respect for all of you and your work. Just one person who cares deeply about a cause can have a powerful impact. Working together, we can make the changes that we need and want for all of us.”

# Campus safety listening session 4/25

Organized by Faculty Senate

## Results-Tacoma

21 attended, 0 anonymous comments

### Concerns

- **Priority concerns** ( Four areas) -  
static (physical spaces, buildings)  
relational (dynamics, classrooms,  
colleagues, connections)  
environmental design (involved  
spaces, weather, residents)  
health/safety-(OHSA, L&I, regulations)
- No security org chart or plans,
- Cyber security
- Serious threats-shooter, bombs,  
kidnappings, volcano, violence
- No faculty training around  
emergencies
- Faculty not involved in committees
- Lack of community/faculty  
isolation

### Strategies

- Address low hanging fruit: active  
shooter training, lock downs,
- Help students be successful and  
transition out
- Create more faculty connections,  
know one another better
- Ensure faculty on all safety  
committees
- Future design to prioritize safety
- Create best practices for all 3  
campuses, tri-campus approaches
- Spend \$ on things we agree on:  
door locks, safe classrooms
- Onboard faculty better
- Safe Campus for everyone
- Grow relational ties



# EC UPDATES

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Huatong Sun (FA Chair)



# Priorities projects of AY 2023-2024

- FA Bylaws Revision Concerning APT's charge
- Support for the 2023-2026 Academic Plan cycle
- Equitable faculty workload
- Faculty voice for all tracks of Faculty

# APT bylaws revision project in AY 23-24

## ***2023-2024 EC Meetings***

1. 9/25 & 10/12: discussion on shared governance & Robert's order
2. 10/31: APT task force call review
3. 11/27: APT task force selection & vote
4. 12/8: APT task force selection
5. 1/5: APT task force selection-round 2
6. 1/29: APT committee co-chair report & rescheduling spring quarter meetings for discussion
7. 3/8: APT task force update
8. 4/8: APT task force report discussion
9. **4/19: Report discussion**

## ***Faculty Assembly***

- Autumn meeting: feedback session (1 hour)
- First call out: 11/1
- Call for teaching faculty (deadline extended): 11/20
- Second call out: 12/14
- Winter Meeting: update
- Listening sessions: 4/18, 4/24, 5/1

# Project Deliverables

- APT Task Force
  - Recommendation Report
  - Bylaws amendment proposal
- EC
  - P&T Process Faculty Feedback Survey (60 participants)

## ***APT Task Force***

- Nicole Blair (Teaching Professor of SIAS),
- Michelle Garner (Associate Professor of SSWCJ),
- Ariana Ochoa Camacho (Associate Professor of SIAS)
- Jenny Sheng (Associate Professor of SET)
- Huatong Sun (Professor, FA Chair)

**How do we implement and enforce a predictably just and equitable process and address implicit systemic bias?**

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# Evidence-based policy research work

	Meetings	Minutes	
1	1/22/24	60	Kick off
2	2/5/24	120	Stakeholder interview: Associate Dean & 2022 APT Taskforce member
3	2/12/24	120	Discussion
4	3/4/24	120	Stakeholder: 2022 APT Taskforce Chair
5	3/11/24	120	Stakeholders: EVCAA & academic HR
6	3/15/24	120	Stakeholder: APT co-chairs
7	3/27/24	60	Drafting
8	3/29/24	90	Drafting
9	4/3/24	45	Drafting
10	4/17/24	60	Check-in
11	4/24/24	60	Next step
12	5/8/24	60	Revision
	subtotal	1035	

## **Research methods**

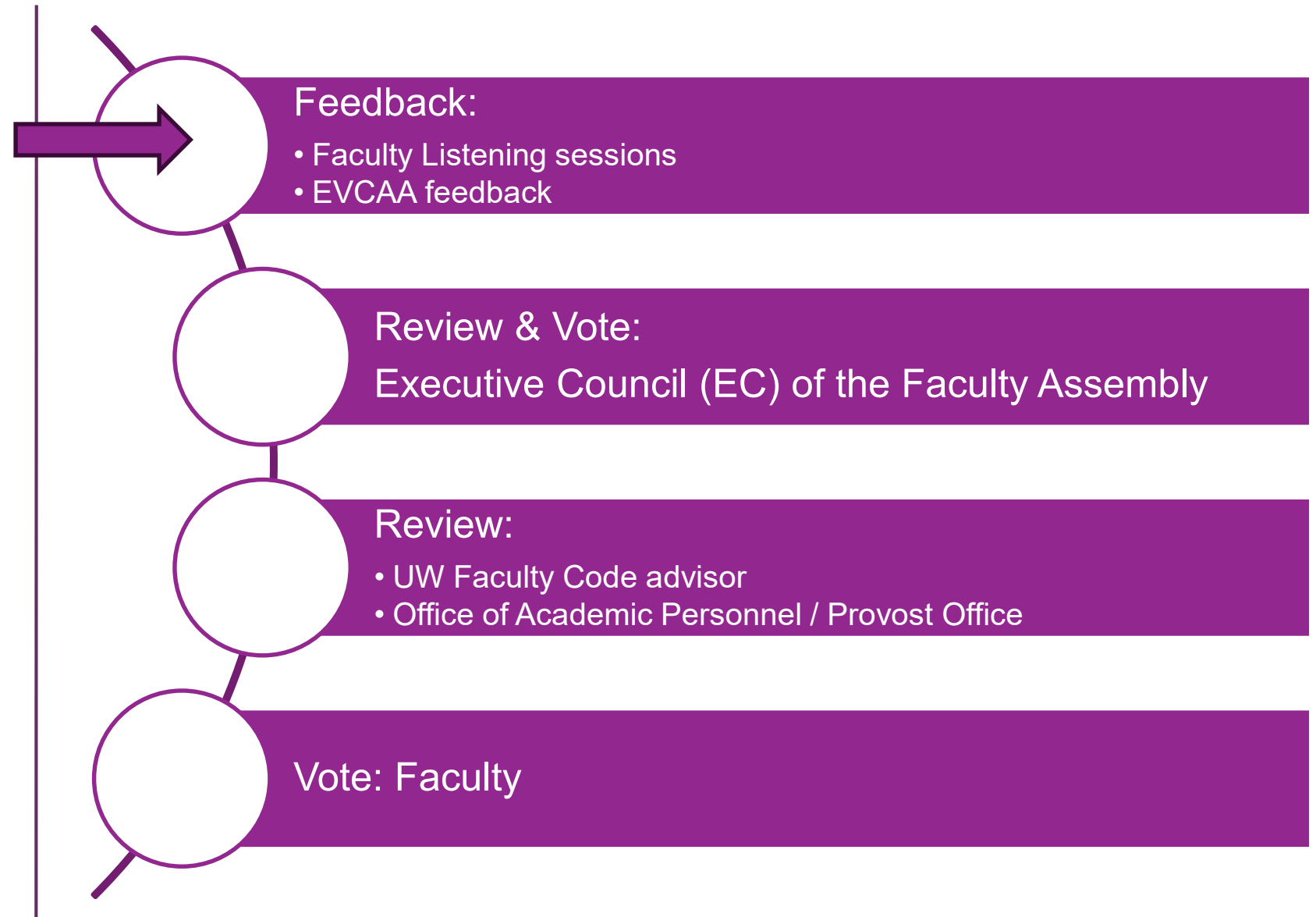
- Interview
- Literature review: historical documents & survey results

## **Value statements**

- We value all the voices of our colleagues.
- We recognize the difference of training and expertise of our diverse body of colleagues between tracks and respect years of hard work, commitment, and craft our colleagues have been engaging in to achieve a variety of expertise and accomplishments.
- APT committee is one of the most important and impactful service commitments a school unit should be accounted for.
- Senior colleagues shoulder responsibilities

# Process

Where we are  
now



# Faculty voice cross tracks: Three Listening Sessions

Date	Groups	Faculty Participants
4/18	Tenure-track faculty	29
4/24	Non-tenure track faculty	29
5/1	BIPOC faculty, faculty with disabilities, LGBTQ+ faculty, and international faculty across tracks	13

## *Guests attended:*

- Executive Council  
Representatives of FA
- APT task force members
- EVCAA Andy Harris
- Director of Academic Human Resources: Sarah Davies Breen
- Vice Chancellor for Equity & Inclusion Dr. Elavie Ndura
- Secretary of Faculty: Mike Townsend
- Senate Committee on Planning and Budgeting chair & Past Faculty Senate Chair: Gautham Reddy

# Next Step

## *Recommendation Report:*

- Task force will deliver a revised version to the EC after the listening sessions.

## *Proposed Bylaws Amendments:*

- EC will revise, review, and vote.
- Task force will do an editorial review for code compliance.



# Campus safety

## ***Campus Safety Ad-Hoc Committee formed in January***

- [Jim West](#), Co-Chair, School of Engineering & Technology
- [Robin Evans-Agnew](#), Co-Chair, School of Nursing and Healthcare Leadership
- [Gary Viers](#), Milgard School of Business
- [Barb Toews](#), School of Social Work & Criminal Justice
- [Julia Eaton](#), School of Interdisciplinary Arts & Sciences

### **Charge**

- Determine unit orientations to a safe campus and to make recommendations concerning EC's role in assuring campus safety.

### **Roles**

1. Provide input across the spectrum of campus safety and security issues.
2. Review administrative policies and practices about campus safety and security, emergency and building preparedness to secure the campus and support the needs of our students, faculty, staff, and community stakeholders.
3. Recommend a role for EC in an integrated campus safety planning effort.
4. Participate with the Campus Safety & Security Team in their current Physical Security Assessment of our buildings.
5. Advise UWT administration in planning tasks for a safe and inclusive campus.

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# Community-Building Events

- **2023 Distinguished Faculty Awards Ceremony**
- Feb 13 (Tuesday), 2024 4-6 PM
- **Faculty Code & Faculty Rights 101 Workshop**
- Feb 21 (Wednesday), 2024 12:30 -1:30 PM
- Check out the speech notes:



<https://sites.uw.edu/assembly/2024/04/07/speech-notes-for-faculty-code-and-faculty-rights-workshop/>

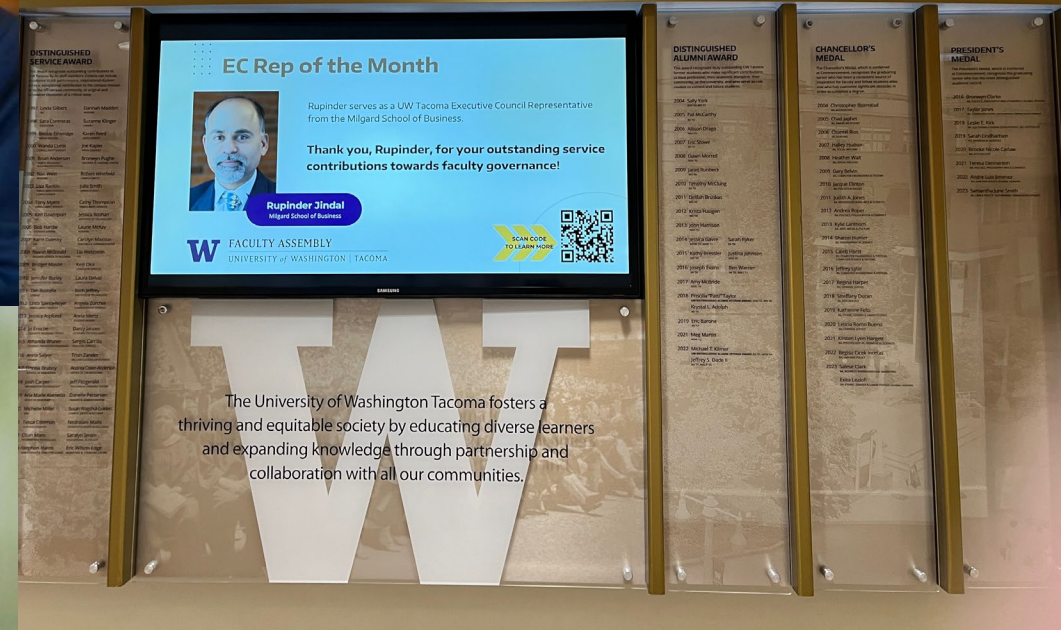
# Community-Building Events

- **International Faculty Leadership Forum**
- March 5 (Tuesday), 2024 12:30 -1:30 PM
- **Listening Session with EVCAA**
- March 4 (Monday), 2024 12:30 -1:30 PM





UNIVERSITY OF WASHINGTON TACOMA | FACULTY, STAFF, ALUMNI & STUDENT RECOGNITION



### EC Rep of the Month



Rupinder serves as a UW Tacoma Executive Council Representative from the Milgard School of Business.

Thank you, Rupinder, for your outstanding service contributions towards faculty governance!

Rupinder Jindal  
Milgard School of Business

W FACULTY ASSEMBLY  
UNIVERSITY OF WASHINGTON | TACOMA



The University of Washington Tacoma fosters a thriving and equitable society by educating diverse learners and expanding knowledge through partnership and collaboration with all our communities.



## EC Rep of the Month

# TEAM WORK & PLATFORM

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# Academic Planning and Curriculum

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> Julie Masura, APCC Chair

New process for PNOI (UWT) and NOP  
(Seattle level review)

Documenting proposals with additional  
data on learning outcomes, program  
impact, projected need

Supporting faculty and units in continuous  
improvement, pedagogical growth



# Faculty Affairs

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> Sharon Laing, FA Chair



## *UWT Faculty Workload Initiative*

Gathering and analyzing data across units, with Academic HR and Academic Affairs

## *International Faculty Contributions and Wellbeing*

Structured discussion sessions and social events yield need for focus on work authorization, scholarship support, improved campus climate

## *Non-Tenure Track Faculty Support*

Working with NTTF to address pay equity and workload, aligning with larger campus initiative





# Appointment, Promotion, and Tenure



Christine Stevens and  
Matthew Weinstein,  
APT Co-Chairs

## *Educating and Restating Committee Needs*

Improving clarity of charge; guidelines and expectations for members, best practices for review and letter writing; working with AHR and AA on milestones and faculty workshops; handbook for service continuity

## *Review and Recommendations for Faculty Colleagues*

Time and labor-intensive service, **absolutely essential to faculty careers and to the strength and wellbeing of our campus** – coincides with the holiday season, punishing, necessary, and deeply valued and appreciated



# Research Advisory Committee

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Peter Selkin, Chair



- > **Campus Research Support:** working with Cheryl Greengrove to continue growing capacity for funded research and faculty support
- > **Faculty Recognition:** hosting sessions to connect faculty and recognize accomplishments
- > **Coordination and Training:** engaging undergrads, working with UWS, aligning with student success efforts, mentoring faculty and lining up grad students



# **Non-Tenure Track Faculty Forum (NTTFF)**



- > **Andrea Hill and Moniquetra Slater, Co-Chairs**
- > Defining research expectations to value and protect contributions of Teaching Faculty
- > Pay equity and employment security
- > Workload solidarity – realism re course load among faculty
- > Presence and voice in unit and campus decisions



# Andrew Siebert, Program Coordinator



- > **HUGE THANKS!**
- > Meeting materials, communication, agendas, minutes
- > Event coordination and plans
- > Set up and break down of EVERYTHING we do



# FA Vice Chair



**Anne Taufen, Ph.D.**

Professor, School of Urban Studies

- Organized & hosted Faculty Distinguished Awards ceremony
- Will launch a budget advisory committee next year
- Visibility and integration of DEIB scholarship and teaching in faculty-driven, unit-level P&T criteria

# FA VICE CHAIR NOMINATION

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Deadline: Today 5 pm!

Send nomination or self-nomination to [assembly@uw.edu](mailto:assembly@uw.edu)

# CAMPUS UPDATES

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# 2024 Academic Policy and Curriculum Committee (APCC) Update

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# **2023/2024 Charge Letter**

- > Charge 1. Review Course & Program Proposals**
- > Charge 2. Provide Orientation to APCC, Faculty, & Curriculum Coordinators**
- > Charge 3. Launch 2022 Academic Planning Policy**
- > Charge 4. Address CADR Policy Enforcement**
- > Charge 5. Update DIV, W, R, & S Lists**
- > Charge 6. Update UWT Writing Requirements**

# Charge 1. Review Course & Program Proposals

Type of Proposal	# Reviewed 2022/23	# Reviewed 2023/24 April 2024	Change
New Graduate Program/Options	1	0	-1
Changes to Graduate Programs/Options	2	3	+1
New Undergraduate Programs	0	0	0
Changes to Undergraduate Programs	15	13	-2
New Courses	76	18	-58
Course Changes	24	42	+18
Retire Changes	4	0	-4
Diversity Designations	0	0	0
Graduation Petitions	3	4	+1
PNOIs	0	5	+5

# **Charge 2. Provide Orientation to APCC, Faculty, & Curriculum Coordinators**

- > 18 September – APCC Members & School Curriculum Coordinators**
- > Email/phone/face to face – Faculty & others**

# **Charge 3. Launch 2022 Academic Planning Policy**

## Academic Planning Policy New Programs:

- MSME –APCC Review
- BSSDS – NOP Tri-campus Review
- BAIVPA – Proposal Draft
- DNPAP – Graduate School Review
- MSES – will be sent to Graduate School for Review

# **Charge 4. Address CADR Policy Enforcement**

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- > **APCC Discussions**
- > **Decision by 5/8/24**

# **Charge 5. Update DIV, W, R, & S Lists**

- > Completed in Fall 2023 – Curriculum Coordinators**
- > Developed Process for W,R,&S Courses**

# **Charge 6. Update UWT Writing Requirements**

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- > **Recruited Director of Writing – Tabitha Espinoza**
- > **Tri-campus**

# Faculty Members

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Ingrid Horakova



Raghavi Sakpal



Susan Johnson



Claudia Sellmaier



Laura Feuerborn



Lisa Hoffman



Joan Bleecker



Tanya Velasquez



Shahrokh Saudagaran





# Leadership Members

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- Andrew Harris, Executive Vice Chancellor for Academic Affairs
- Andrea Coker-Anderson, Registrar
- Patrick Pow, Vice Chancellor of Information Technology
- Annie Downey, Library representative
- Will Taylor, University Academic Advising representative
- TBD, Student representative
- Tammy Jez, Curriculum and Operations Manager, Academic Affairs
- Darcy Janzen, Director, Office of Digital Learning



# **UWT Equity-Minded Faculty Workload Initiative**

**Faculty Affairs Committee  
Academic Human Resources  
Academic Affairs**

## Faculty Affairs Committee

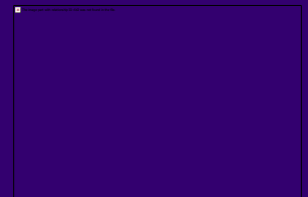
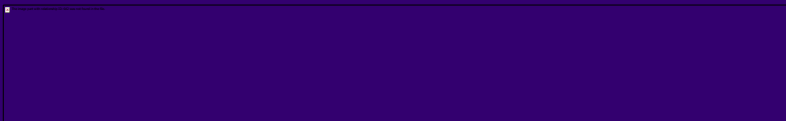
- **Ken Cruz** (School of Social Work & Criminal Justice)
- **Maria Tania Bandes Becerra Weingarden** (School of Interdisciplinary Arts and Sciences)
  - **Ehsan Feroz** (Milgard School of Business)
  - **Orlando Baiocchi** (School of Engineering and Technology)
  - **Andrea Hill** (School of Interdisciplinary Arts and Sciences)
- **Moniquetra Slater** (School of Social Work and & Criminal Justice)
  - **Chris Knaus** (School of Education)
  - **Andrew Seibert** (Program Coordinator, Faculty Assembly)
- **Sharon Laing** (Chair, School of Nursing and Healthcare Leadership)

## Academic Human Resources

- **Sarah Davies Breen** (Director, Faculty Affairs & Academic Human Resources)

## Academic Affairs

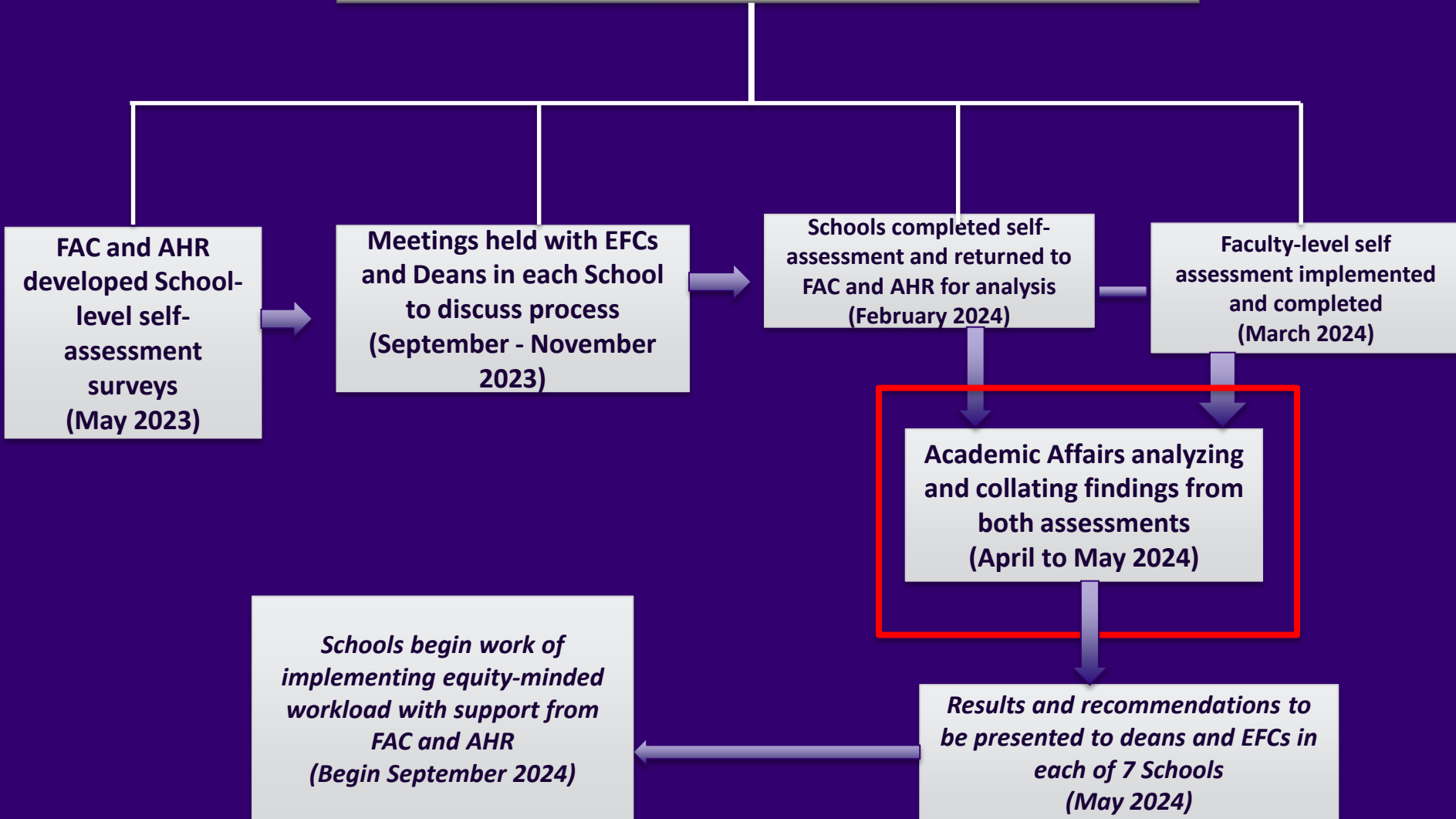
- **Dustin Atchley** (Director, Academic Affairs Planning & Budget)
- **Andrew Chamberlain** (Data Analyst, Institutional Research)



**Process**

# Process

## Equity-Minded Workload Implementation Process



**School-level  
Assessment (*n*=7)**

# School-Level

## Domains

Research

Teaching

Service

## Equity Criteria

Clarity of expectations by rank

Transparency of work activities with up-to-date dashboard

Policy/Norms:  
(1) Equitable distribution  
(2) Not exceeding benchmarks and  
(3) Rebalancing workload

Policy/Norms:  
(A) Compensation for service roles  
(B) Recognition of effort  
(C) Identities sensitivity

Schools

# School-Level

## Domains

Research

Teaching

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Schools



# School-Level

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Teaching

Service

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Clarity of expectations by rank

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(B) Recognition of effort  
(C) Identities sensitivity

Schools



# School-Level Assessment Report: General Summary of School Activity in the Six Domains

Clarity (of expectations)

- Yes – teaching
- Partial – research
- No – service

Transparency

- Yes – teaching
- Partial – research
- Partial – service

Policy/Norms

- Partial

Compensation/Credit

- Partial

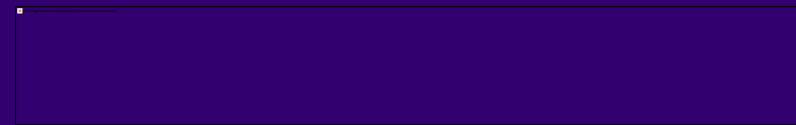
Recognition

- Partial

Accountability

- Partial

**Partial =  
Evidence indicated by  
Schools and requested  
by FAC and AHR**



**Faculty-level  
Assessment (*n*=102)**

# Faculty-Level Assessment

## Domains

Research

Teaching

Service

## Equity Criteria

Clarity of expectations by rank  
(1,2,3,4,5)

Transparency/  
Visibility of information  
(1,2,3,4,5)

Policy/Norms - equitable distribution, exceeding benchmarks, rebalancing load  
0,1,2,3,4,DK)

Policy/Norms:  
(A) Accountability  
(B) Recognition of effort  
(0,1,2,3,4,DK)

## Faculty Rank

FULL PROFESSOR

ASSOCIATE PROFESSOR

ASSISTANT PROFESSOR

TEACHING PROFESSOR

ASSOCIATE TEACHING PROFESSOR

ASSISTANT TEACHING PROFESSOR

PART-TIME LECTURER

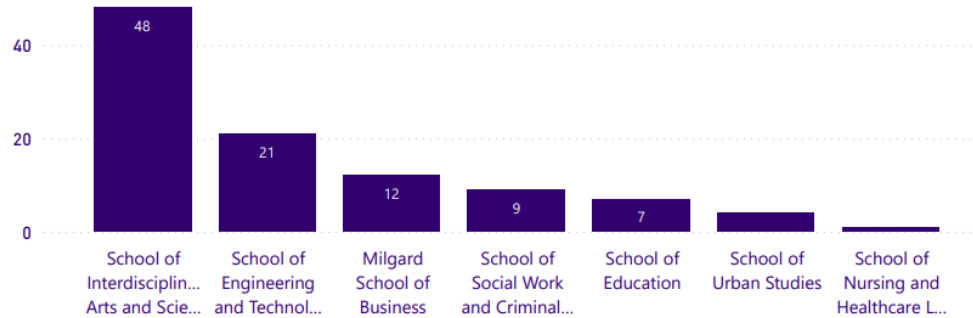
OTHER RANKS

Schools

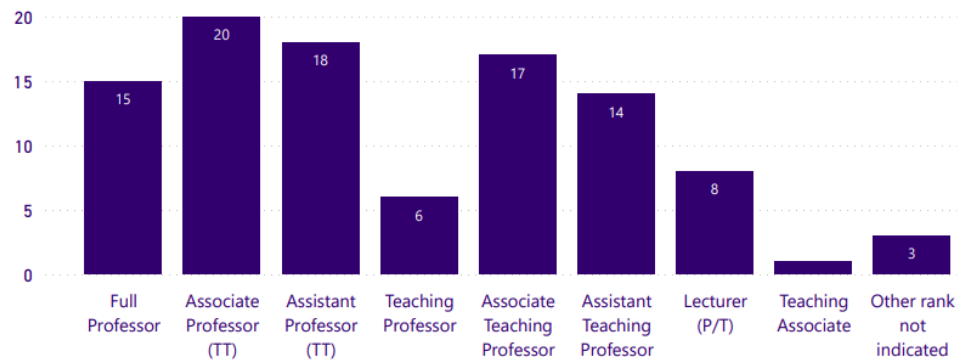
# **Preliminary Data Results & Proposed Presentation of Information to Schools**

# Background Information

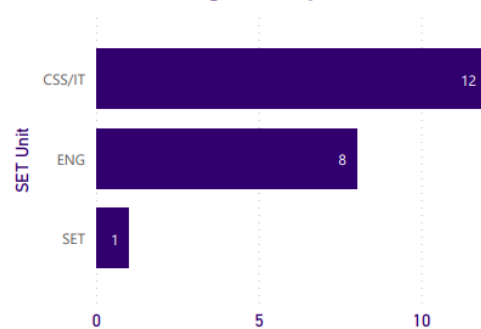
## Responses by School



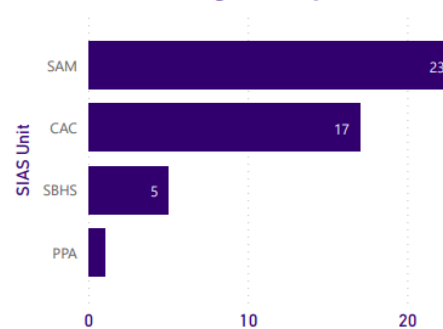
## Responses by Rank



## SET Program Responses



## SIAS Program Responses



# Faculty-Level data

## Domains

Research

Teaching

Service

## Equity Criteria

Clarity of expectations by rank  
(1,2,3,4,5)

Transparency/  
Visibility of information  
(1,2,3,4,5)

Policy/Norms - equitable distribution, exceeding benchmarks, rebalancing load  
(0,1,2,3,4,DK)

Policy/Norms:  
(A) Accountability  
(B) Recognition of effort  
(0,1,2,3,4,DK)

## Faculty Track

FULL PROFESSOR

ASSOCIATE PROFESSOR

ASSISTANT PROFESSOR

TEACHING PROFESSOR

ASSOCIATE TEACHING PROFESSOR

ASSISTANT TEACHING PROFESSOR

PART-TIME LECTURER

OTHER RANKS

Schools

# Next Steps



## Next Steps

- ❑ **Complete data analyses, interpret findings and develop recommendations.**
- ❑ **Present data findings and suggested recommendations to EFCs and Deans of Schools.**
  - ❑ **Recommendations to incorporate School-level exemplars and national models to support policy development (norms) to address equitable workloads.**
  - ❑ **Meetings to be scheduled in late May/early June 2024.**
- ❑ **Suggest implementation of recommendations to occur during academic year 2024-2025.**

**Questions?**

# EVCAA Updates



**Andrew T. Harris, Ph.D.**  
**Executive Vice Chancellor for Academic Affairs**

# **FACULTY SUPPORT & RESOURCES**

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# Roundtable Discussion

- New teaching evaluation form: Faculty Council of Teaching and Learning (Leighann), 1 table
- FOTL (Future of Teaching and Learning): Darcy, 1 table
- Tri-campus Effort to Build Community Engagement Infrastructure: Tri-campus Community Engagement Task Force (Rita, Anaid, Janelle, & Mark Pagano), 2 tables
- Scholarship profile: Erika & Megan, 1 table
- Faculty well-being: Employee Assistance Program, 1 table

# FACULTY SENATE RECEPTION

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