

**Minutes**

**Faculty Affairs Committee Meeting**

October 19th, 2020 / 12:30pm-1:30 p.m. Zoom

***Members Present through Zoom:*** *Chair: Jim Thatcher, Wei Cheng, Fei Leng, Rob MacGregor, Rich Furman, Sharon Laing*. ***Members Excused:*** *Alex Miller* ***Guests:*** *Sarah Hampson (Chair: Faculty Assembly), Turan Kayaoglu (Vice Chair, Faculty Assembly)* ***Administrative Support***: *Andrew Seibert*

1. **Recording Permission/Consent**
   * Recording permissions granted by the Committee. Recording was started automatically via Zoom.
2. **Approval of Minutes from 05/18/2020**
   * Motion was made to approve the Minutes as written by Chair Jim Thatcher. Moved by Rob MacGregor, seconded by Rich Furman
     1. Edits:
        + No errors were reported by Faculty Affairs Representatives.
   * ***Vote:*** *6 yes, 0 no, 0 abstentions, 1 absent*
3. **Approval of Minutes from 06/08/2020**
   * Motion was made to approve the Minutes as written by Chair Jim Thatcher. Moved by Rob MacGregor, seconded by Fei Leng
     1. Edits:
        + No errors were reported by Faculty Affairs Representatives.
   * ***Vote:*** *6 yes, 0 no, 0 abstentions, 1 absent*
4. **Faculty Affairs Charge- Faculty Assembly Chair Sarah Hampson, Vice Chair Turan Kayaoglu**
   * Current Faculty Assembly Chair Sarah Hampson went over the Charge to all Faculty Affairs Committee Representatives
     1. Faculty Affairs Representatives had no concerns or comments on the Charge.
5. **Decriminalizing UWT Workgroup discussion**
   * The workgroup is formed with the following individuals
     1. Chris Beasley from SIAS
     2. Anaid Yerena from SUS
     3. Sharon Laing from SNHCL
     4. Marian Harris from SSWCJ
     5. Jeff Cohen from SSWCJ
     6. Other representatives not mentioned
   * This group was formed in response to police brutality with communities of color. This group is a partnership of UW Seattle and Bothell Campuses are working together to address issues on campus without involving local law enforcement where it may not be needed
     1. Examples such as social events, Mental Health issues, etc.
     2. This group wrote an open letter to Chancellor Pagano outlining a series of requests to decriminalization. The Chancellor wrote back, but the team did not believe the response was in line with decriminalization.
        + The team has asked to reach out to influencers in the community to help address this issue
        + Letters have been written to influencers to either add signatories to the letter or can write their own letter to the Chancellor to express their experience at UW Tacoma and how important it is
   * The ultimate goal for this group is not to completely eliminate police presence altogether, but rather having the campus address concerns on their own instead of using law enforcement.
   * The group has asked Faculty Affairs to be signatories to the letter, and has asked if the committee wants to write an individual letter to the Chancellor’s Office if applicable
     1. A motion was made by Chair Jim Thatcher to have Faculty Affairs sign the letter supporting the Decriminalization Workgroup at UWT. Moved by Rich Furman, seconded by Wei Cheng.
        + ***Vote:*** *6 yes, 0 no, 0 abstentions, 1 absent*
6. **Report of Faculty Affairs Chair- Jim Thatcher**
   * An email was sent by the Chair when the Committee could not meet to gather topics of consideration for the 2020-2021 Academic year.
     1. Faculty Workload
        + Recap of flagged discussions from last Academic year
          1. Increasing Research expectations from the university
          2. The Tacoma Campus has the highest workload for Tenure track Faculty on all three campuses
          3. Concern over a growing number of stalled Associate Professors
        + In the School of Nursing and Healthcare Leadership, there are a lot of professors up for Tenure, and there is a concern around the Tenure process during COVID-19.
          1. The Chair had said this topic also aligns with the workload of Tenure track Faculty
          2. The School of Education Representative was approached by a former Faculty Council Chair on the topic of workload for the Tenure track Faculty. The representative also had concerns of governance and the lack of transparency of budget, and overall frustrations with governance.

Action Item: Governance discussion will be added to the Agenda for the next meeting

This concern was collected by the Faculty Council in the School of Education. Current Faculty Assembly Chair Sarah Hampson is planning to meet with the School of Education Faculty Council on this matter.

* + 1. Parking and Transportation
       - This topic has been tabled because the majority of the campus is operating on a remote procedure. This will resume at a later time when the campus returns to in-person
    2. Diversity, Equity, and Inclusion work
       - Chair Jim Thatcher had asked the Committee would like a role on this or would this be better in the school level
         1. A Committee member had stated that this would be better left at the unit level as each school may be different
    3. Lecturer Affairs Ad Hoc Discussion
       - A few Faculty members expressed their concerns on the Lecturer Affairs Proposal. Lecturer Affairs is currently under new leadership in the Ad Hoc Committee.
         1. Action Item: Chair Jim Thatcher will invite the new Co-Chairs of the Lecturer Affairs Ad Hoc Committee to discuss any concerns for Faculty Affairs Representatives.

1. **Discussion Scheduling Classes around COVID-19- Continued**
   * This is a continued discussion from last academic year and the Faculty Affairs Committee has found that there is no policy on how and when classes are scheduled. It is handled at the departmental level.
     1. Faculty Affairs Representatives did not comment on this.
2. **Discussion of areas of interest for 2020-2021**
   * The following discussions were added in the areas of interest for the 2020-2021 Academic year
     1. Research for Tenure Track Faculty
        + A question was raised regarding whether this only applies to Tenure track or also applies to non-tenure track Faculty.
          1. It was discussed that Tenure track faculty were the only ones that were evaluated on their research, where it may be a different process for the non-tenure track Faculty.
        + It was suggested by a representative that the Appointment, Promotion, and Tenure Committee would need to be brought into this conversation to verify if there is a clause for the circumstances that are going on in this calendar year. give them the suggestions that are received from each unit.
          1. Chair Jim Thatcher met with APT Chair Yonn Dierwechter and plans to bring this up at the next Faculty Affairs meeting due to the list of Agenda items during this meeting. Jim expects that the APT would express interest in this as well at a later time since there is a large group eligible for Tenure.
        + A Committee member asked to form up a mock questionnaire and give a timeline for the Committee to contribute and bring it to their units and bring to Faculty Affairs next meeting
          1. Action Item: Chair Jim Thatcher will compose an email to send to all representatives.
     2. Tenure/Promotion
     3. Workload
3. **Summer Pay for Summer Work Introduction**
   * A Faculty Affairs member was approached by a faculty member to note that there was a discrepancy in summer pay for the work in their summer as it was outside of the Faculty pay period.
     1. Action Item: This will be continued in the November meeting. It was also suggested that representatives take this to their units.
4. **Adjournment**
   * Meeting was adjourned at 1:23PM
     1. Next meeting Monday, November 18th, 2020
        + Zoom