

**Minutes**

**Faculty Affairs Committee Meeting**

November 16th, 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, Ruben Casas (Filling in for Alex Miller)*. ***Members Excused:*** ***Guests:*** *Diana Falco (Co-Chair, Lecturer Affairs Ad Hoc Committee)* ***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 10/19/2020**
   * Due to OPMA requirements not met, minutes approval has been tabled. Faculty Affairs Committee is fully aware and due to this no votes can be made in this meeting.
3. **Report of Faculty Affairs Chair- Jim Thatcher**
   * 1. Faculty Workload
        + Chair Jim Thatcher sent and the Faculty Affairs Committee sent out the Survey on Faculty Workload. A total of 88 responses were made.
          1. Feedback from this was mostly good feedback, the Chair did receive some direct feedback.

Feedback example: One of the problems historically in pursuing workload on campus was when people approached the tri-campus system, the discussion was mostly the class size to FTE ratio.

* + - * 1. Majority were interested in pursuing, however given the budget and the equity, many question the importance of it at this time
      * Thoughts from the committee on where to go next
        1. School of Engineering and Technology

The representative for SET sent out an email and received an email from a Non-Tenure track Faculty member who is strongly against this due to a concern of an increase in the Non-Tenure Track Faculty Workload. After the SET representative explained that the goal is to not increase any workload, there were no comments.

Chair of Faculty Affairs also explained that it would not be equitable unless it applied to all Faculty on campus.

* + - * 1. The School of Nursing and Healthcare Leadership representative had suggested to not just review UW Bothell, but other schools to see what is similar, and what has been done in the past to reduce tenure track workload.
        2. SIAS Representative received pushback because there was concern of the committee looking to go in the route of UW Bothell, but with careful discussions in the school, most are not convinced
        3. Lecturer Affairs Co-Chair did state that a lot of Non-Tenure Track Faculty expressed concern about it being similar to UW Bothell, but with her presence in the Committee, she is now able to confidently take the information from this meeting to Lecturer Affairs and say that they are not exploring that route.

The Lecturer Affairs Co-Chair also stated that a lot of Faculty are concerned about their jobs and contracts continuing.

* + - * 1. It was recommended that Faculty Affairs should do more research from other institutions to see what may work or may not work for UW Tacoma. Once some core strategies are made, the Committee then could revisit this conversation with the findings. It was recommended to set deadlines to continue moving forward.

Action Item: Faculty Affairs will research what other schools are doing and then revisit this either in the next meeting or in a later meeting. A list will be generated and each Faculty Affairs representative will do research around that institution. Chair Jim Thatcher will create a Google Document adding peer institutions to the list to do research on their workloads for Faculty.

1. **Discussion Scheduling Classes around COVID-19- Continued**
   * This was discussed at the previous Faculty Affairs meeting and the ultimate resolution was that this could not be in the Faculty Affairs level. This item is tabled at this time.
2. **~~Governance at UW Tacoma~~**
   * For records: This was raised in the previous Faculty Affairs meeting where Administrative Support was not sure if this was an additional Action Item. The representative that raised this issue said this was more of an informational topic than an Agenda Item. This was about budget development in the School of Education. There was some discussion about the topic of budget in this committee. Given the topic was not an Agenda Item, this is stricken from the Agenda.
3. **~~Summer Pay for Summer Work Continued~~**
   * For Records: This topic is believed to be School of Education centered. This is about Summer pay for Summer teaching specifically to SoE due to continuing after the summer date. While the SIAS representative said they would like to do more research on this topic, the School of Education Representative said this will be taken at the unit level. Given that, this is stricken from the Agenda.
4. **Discussion of areas of interest for 2020-2021**
   * Research for Tenure Track Faculty, Tenure/Promotion
     1. In the survey results, some expressed dissatisfaction with the 1 year delay because of the concern for job security or more pay. The Chair has asked the committee to possibly consider asking the University to take a holistic approach, as delay for a year may not be enough for everyone and may not address core issues.
        + There is a possibility that travel may still not be possible due to COVID-19. A Committee member said they may need more support and guidance as far as their research during COVID-19.
        + A Committee member said asking for more may not be in Faculty Affairs’ purview.
     2. The Chair of Faculty Affairs has asked if the Committee could host as moderated discussion to discuss concerns, what schools are doing, and what could be useful. This is not to be confused with Appointment, Promotion, and Tenure workshops, but would assist Faculty.
        + Action Item: Faculty Affairs Chair will look into this
5. **Adjournment**
   * Meeting was adjourned at 1:18PM
     1. Next meeting Monday, December 14th, 2020
        + Zoom