

Faculty Affairs Committee Year-End Report: AY 2023-2024

Charge from Faculty Assembly	Faculty Affairs Committee's Response	Further Actions Required	Ongoing Work for 2024-2025
<p>Develop community support structure for international faculty to address career challenges, in collaboration with Office of Equity & Inclusion and Academic HR.</p>	<ul style="list-style-type: none"> • The Executive Council ratified the International Faculty report in February 2024 and shared it with the full UWT faculty on February 27, 2024. • The report was shared with Ms. Ursula E. Owens, International Scholars Operations Manager at UW Office of Academic Personnel in February 2024. Ms. Owens proceeded to share the report with leaders at UW to consider addressing items charged specifically to the International Scholars Office. • The Faculty Assembly held an International Faculty Leadership Forum for international faculty on March 3, 2024. Senior international faculty from SET, SIAS, SUS, and OEI spoke at this event which was attended by both international and non-international faculty. 	<p>Continue monitoring of items in report charged to: Academic Affairs, ISO, Deans of Schools and Office of Equity and Inclusion</p>	<p>This work is ongoing and FAC is charged with checking on departments/entities responsible for oversight of the different recommendations presented in the report</p>
<p>Facilitate, guide, review, and analyze unit-level self-assessments of faculty workload for the next step with the support of the Academic HR.</p>	<ul style="list-style-type: none"> • The FAC developed a School-level self-assessment of faculty workload. The assessment targeted the following domains: clearly defined expectations for teaching, research and service; transparency in activities addressing teaching, research and service; availability of policies to assure equitable distribution of teaching and service; recognition and compensation for service engagement; student advising and support; expectations and policies for historically underrepresented faculty and women faculty 	<p>During fall quarter 2024, previous FAC chair, current FAC chair, Director of AHR and Director of Academic Affairs Planning & Budget will present the final reports to the FC of each of the seven Schools</p>	<p>This work will continue. After receiving implementable recommendations to establish equity-minded workloads for all faculty, Schools will follow a monitoring plan to assure fidelity to recommendations.</p> <p>The Office of Academic Affairs with support from FAC is charged with providing full monitoring oversight.</p>

	<p>with burdensome teaching and service responsibilities.</p> <ul style="list-style-type: none">• The Chair of FAC and Director of Academic HR forwarded self-assessments to the Faculty Councils of each of UWT's seven Schools in September 2023.• The Chair of FAC and Director of AHR also met with each Faculty Council (FC) of the seven Schools to discuss the process of completing self-assessments. Two meetings were held via Zoom and the remaining five meetings were held in person during Faculty Council meetings. Meetings with FC spanned September 2023 to November 2023.• In September 2023 the Chair of FAC and Director of AHR met with the Council of Deans (CoDs) to explain the process and this meeting was held in person during a CoDs meeting.• Schools completed the self-assessments and reports were all received by February 2024.• In February 2024, the Chair of FAC and Director of AHR met again with Council of Deans (in person) to answer follow-up questions about the process.• FAC Chair, Academic HR and Academic Affairs collated the School-level assessment findings and made a follow-up request for Schools to furnish evidence of the policies they indicated were in place to address workload inequities. All Schools returned documentation by March 2024.• FAC Chair with support from AHR developed a faculty-level assessment. This instrument was designed to obtain individual faculty		
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	<p>perspectives on workload equity in their Schools – the instrument queried about clarity of expectations for all faculty, transparency of work activities, assessment of recognition and credit for work conducted, assessment of existing norms for balancing inequitable workloads, assessment of accountability and assessment of context.</p> <ul style="list-style-type: none"> • With support from Institutional Research (IR) in the Chancellor’s Office, the survey was released on March 21, 2024, remained open for 2 weeks and 102 faculty completed the full instrument by early April 2024. • IR evaluated and collaged the findings and reported out to AHR and Chair of FAC. • The Chair of FAC presented a process-level presentation at the Spring Faculty Assembly event in May 2024. In attendance were Senate Council members from UW and UWT faculty. • FAC developed a Process-Level Report for the Equity-Minded Workload Initiative that was released to the UWT faculty in June 2024. • Chair of FAC is in the process of finalizing Recommendation Reports to be presented to Schools in Fall 2024. 		
<p>Develop a recommendation report with strategies that support equity across all faculty ranks and identities, and where feasible in connection with the faculty workload project.</p>	<ul style="list-style-type: none"> • A process level report was presented to at the Spring Faculty Assembly meeting on May 3, 2024, and a full process-level report was submitted to Faculty Assembly on May 30, 2024, and later shared with the full UWT faculty. • The final recommendation reports to Schools are still being constructed and will be shared with each School in Fall 2024. 	<p>Recommendation reports are being processed and will be shared with each School during fall quarter of AY 2024-2025.</p>	<p>This work is ongoing and will extend beyond AY 2024-2025.</p>

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| | <ul style="list-style-type: none">• Schools will decide if and how to share the findings to the entire campus. | | |
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Faculty Affairs Committee Members in AY 2023-2024

Sharon Laing, FAC Chair, 2023-2024, School of Nursing and Healthcare Leadership

Christopher Knaus, 2021-2024, School of Education

Orlando Baiocchi, 2022-2025, School of Engineering and Technology

Ken Cruz, 2021 – 2024, School of Social Work & Criminal Justice

Ehsan Feroz, 2021-2024, Milgard School of Business

Maria-Tania Bandes Becerra Weingarden, 2022-2025, School of Interdisciplinary Arts & Sciences

Andrea Hill, School of Social Work & Criminal Justice (Co-Chair: 2023-2024, Non-Tenure Track Faculty Forum, Ex-Officio)

Moniquetra Slater, School of Social Work & Criminal Justice (Co-Chair: 2023-2024, Non-Tenure Track Faculty Forum, Ex-Officio)