

UWT Faculty Assembly 2024 Fall Retreat



Welcome!

Welcome to the 2024-25 Academic Year, and Faculty Assembly



• Agenda

- > **Welcome and Land Acknowledgment**
- > **Chancellor Sheila Lange 1:05-1:15**
- > **EVCAA Updates 1:15-1:30**
- > **UW President Search – Update and Workshop 1:30-2**
- > **Break 2-2:10**
- > **FA Goals and Priorities – Workshop 2:15-2:45**
- > **Vice Chair Special Election – Update 2:45-3**



- **Welcome and Convening**
- Land Acknowledgment – from School of Education

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- > **The faculty community here at UW Tacoma acknowledges that we learn, live, reflect, and teach on the ancestral lands of the Coast Salish people. As our campus is specifically situated on the traditional homeland of the Puyallup Tribe of Indians, we will make intentional efforts to create inclusive and respectful partnerships that honor Indigenous cultures, histories, identities, and sociopolitical realities.**
 - > **As a learning community, we also have a moral responsibility to fully acknowledge our Indigenous connections, as well as critically reflect on the histories of dispossession and forced removal that has allowed for the growth and survival of this institution.**
 - > **Let us continue to advocate for and partner with our Indigenous neighbors as we continue our lifelong work together as a dynamic and inclusive community of educators, leaders, and learners**

Faculty Assembly Leadership Team

Andrew Seibert, Program Coordinator

- > Key roles: Student Services, Faculty Assembly
- > UW Tacoma Alumni (2015-2018, SIAS), 5 Years of service, 11 years of higher education background (6 years in Student Services, 5 with Faculty Assembly!). Andrew is what keeps the Faculty Assembly operating, and works with the Faculty Assembly Leadership Team and the Standing Committees as Administrative support

- Dr. Sheila Edwards Lange, Chancellor



YOU belong **HERE**

W

UNIVERSITY of WASHINGTON | TACOMA

Overview

- **Fall Enrollment Forecast**
- **Campus Master Planning**
- **Update on Campus Electricity Project**
- **2025 Legislative Session Requests**



Fall Enrollment Forecast

September 20, 2024

AUTUMN 2024 APPLICATIONS AND CONFIRMATIONS COMPARISON, YTD (September 20, 2024)

Population	Apps 24	Apps 23	Delta	Confirms 24	Confirms 23	Delta
FTIC	4,069	3,163	906	810	788	22
Transfer (including Post-Bac, Returning, and UG Non-Matric)	1,754	1,614	140	990	977	13
Graduate (including GR Non-Matric)	701	607	94	297	277	20
Total	6,524	5,384	1,140	2,097	2,042	55

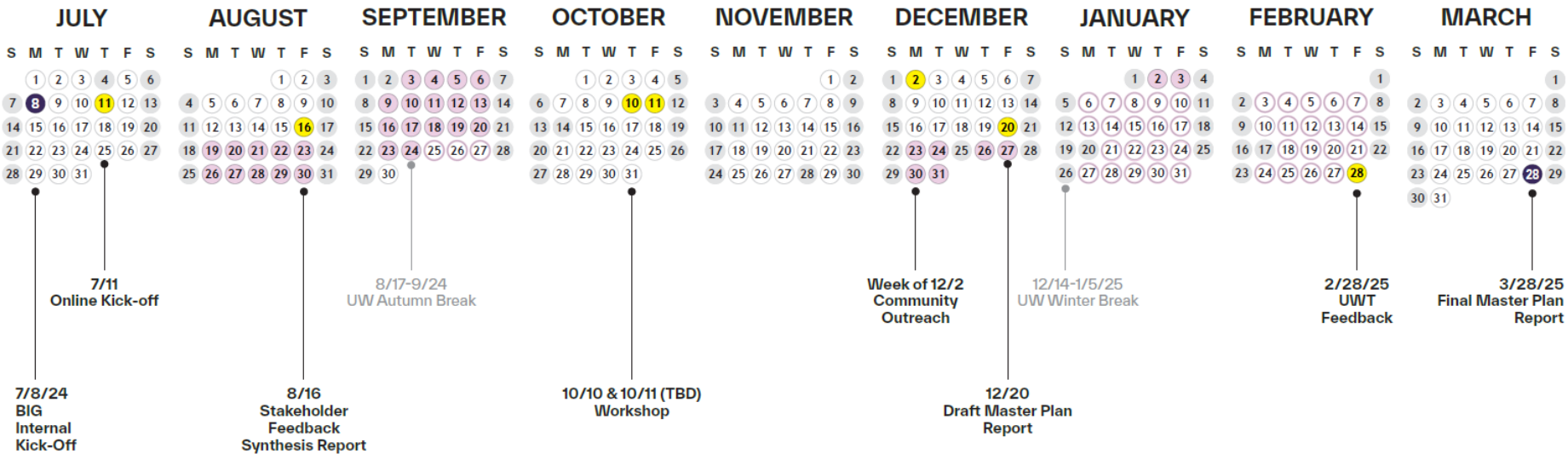
Fall Enrollment Forecast

AUTUMN 2024 REGISTRATIONS BY CLASS, YTD (September 20, 2024)

	2023	2024
Freshmen	586	605
Sophomore	541	642
Junior	1350	1408
Senior	1388	1440
Fifth Year	56	53
UG Non-Matric	73	80
Graduate	615	624
GR Non-Matric	0	6
Total	4,610	4,858
Delta	265	

2024

2025



INTERVIEWS + PROGRAMMING

6 weeks

REVIEW + APPROVAL

6 weeks
8/19-9/27

PLANNING STRATEGIES + MASTER PLAN DEVELOPMENT

11 weeks

REVIEW + APPROVAL

10 weeks
12/23-2/28

MASTER PLAN REFINEMENT

4 weeks

MILESTONE CALENDAR

University of Washington Tacoma Master Plan



EXPAND ACCESS FOR STUDENTS



BUILD COMMUNITY



INNOVATION AND SCHOLARSHIP



DIVERSITY AND EQUITY



VITALITY

HOUSING Provide top-notch, affordable housing options

CONNECT Address the local community's needs and characteristics

GROWTH Build new state-of-the-art facilities for growing academic programs

ACCESSIBLE Utilize accessible pathways to create a connected campus

IDENTITY Enhance signage and establish inviting boundaries to create a clear sense of arrival and welcome

AMENITIES Develop services and amenities with appealing and gathering-friendly spaces

INVITE Create flexible outdoor gathering spaces that the community can easily recognize and know to visit

COLLABORATION Boost creativity and engagement through more breakout and hang-out spaces

INCLUSIVE Provide more options and variety of spaces for people to linger

ACTIVE TRANSITIONS Capitalize on the topography for sticky transitions like stoops and terraces

WELLNESS Provide a hub for health and wellness on campus

EQUIP On Tacoma Ave. become a resource for the Hilltop community

INNOVATION Create hybrid learning areas to support a flexible learning environment

REPRESENTATIVE Leverage Tacoma's diversity in design

SUSTAINABILITY Design new green building standards and integrated sustainability

... YOUR IDEAS?

FROM MISSION TO VISION

Campus Electricity Project

- **Car accident in July completely destroyed the UWT electrical system**
- **Three phases to restore permanent power to campus - now in Phase 3**
- **Working with UW Facilities and President/Provost on best way to manage cost**



2025 Legislative Requests

- **Compensation**
- **Student Support Funding Permanent**
- **Nursing**



Dr. Andrew Harris, PhD, Executive Vice Chancellor for Academic Affairs

> Teaching@UW

- UW President Search and PSAC

Update: Robin Evans-Agnew, PhD (EC and SNHL)

- > Presidential Search Advisory Committee (PSAC) formed by UW Regents
- > UW Senate Chair Louisa Mackenzie seated to represent faculty
- > Senate Executive Committee (SEC) meeting 9/20 to review feedback prompts



PSAC Prompts

31 questions:

- > Faculty Professional Development and Well-being (5)
- > Response to External Pressures, Academic Freedom (3)
- > Community Engagement (2)
- > Crisis Management and Leadership (2)
- > Budget (3)
- > Shared Governance (2)
- > Tri-Campus Relations (2)
- > Diversity, Equity, Inclusion, Belonging DEIB (2)
- > Support for Research and Innovation (2)
- > Support for Service and Institution Building (1)
- > Commitment to Teaching and Learning (3)
- > Sustainability and Campus Development (2)
- > Commitment to UW, Professional Profile (2)



PSAC Prompts in 3 categories

- > **Faculty Development and Wellbeing**
- > **Community Engagement, internal and external**
- > **Policy and Institutional Management**

Workshop I (Dr Taufen)

Steps to Follow

- > **Refer to your number (1,2,3)**
- > **Join the group indicated, or swap:**
 - **1 = Faculty Development and Wellbeing**
 - **2 = Community Engagement**
 - **3 = Policy and Institutional Mgmt**

Workshop I (cont'd)

Steps – in groups

- > Pick up 1-2 of the written prompts provided
- > Reflect and respond (5 m)
- > Discuss and share within your group (10 m)
- > Identify and share additional ideas (5 m)
- > Return written responses, as well as any other ideas generated, in the bins provided
- > FA Leadership Team will transcribe, collate, and share back prior to 10/2 feedback session



W

Shared Governance at UWT

New Faculty Orientation, Sept 16 2024

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Who are we?

ELECTED REPRESENTATIVES from each unit who follow UW policy (UWT bylaws and the UW Faculty Code) to:

- > **Set, update, and revise curriculum and program growth (APCC, or "Academic Policy and Curriculum Committee")**
- > **Guide and administer faculty standards of promotion (APT, or "Appointment Promotion and Tenure")**
- > **Assess and advocate for faculty wellbeing and workplace conditions (EAC, or "Faculty Affairs Committee")**
Shorthand names for these committees are in bold, this standing work is the "purview of the faculty"
- > **Act as Elected Faculty Council for the campus, relative to our UW counterparts (EC, or**

Who are we?

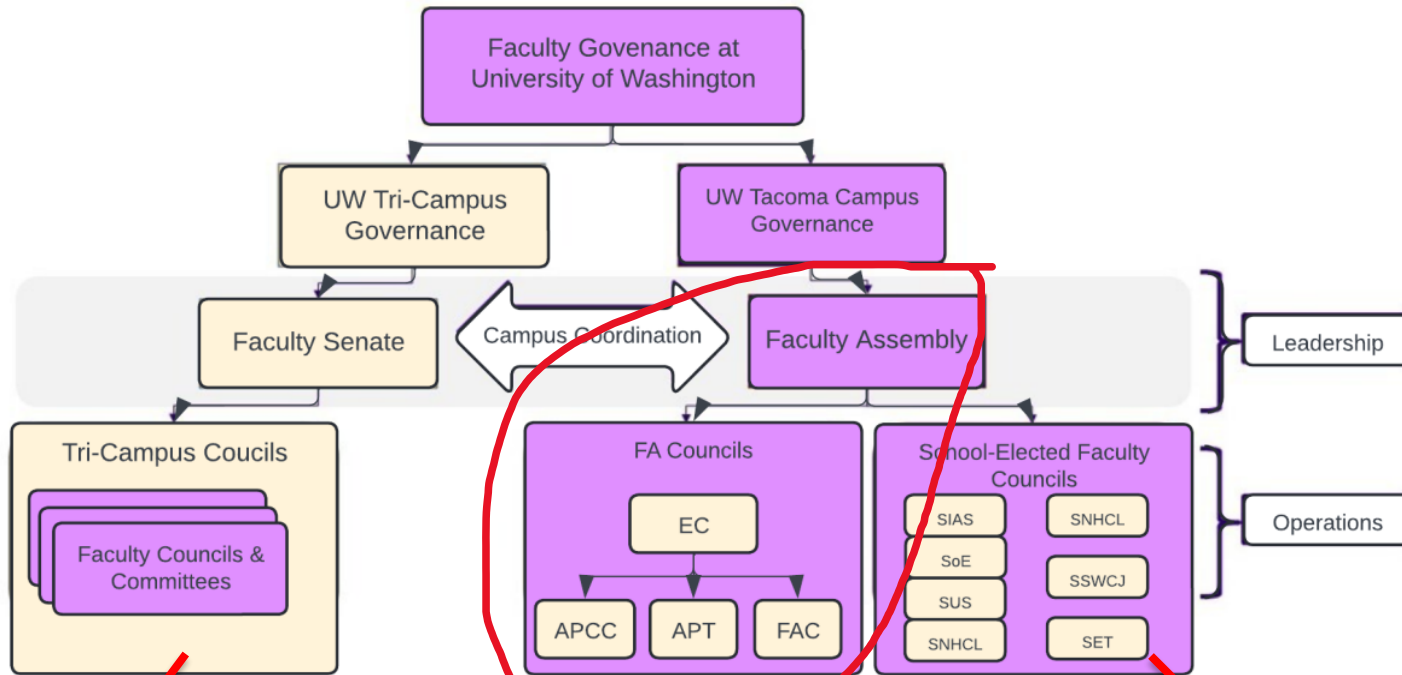
In addition, we convene advisory councils to work with administration on issues of faculty interest, and contribute to ongoing shared work:

- > **"Non-Tenure Track Forum" (NTTF), a permanent outgrowth of the Faculty Affairs Committee**
- > **"Research Advisory Council," to coordinate with Office of Research in support of faculty scholarship and research**
- > **"Budget Advisory Council," to consult with campus budget process and the Office of the VCEA**
Faculty Assembly also seats representatives to tri-campus and UWT committees and processes
- > **Ad-hoc committees and time-limited bodies, as determined by the Executive Council each year**

An Ecology of Governance



Faculty Shared Governance



Inspired by the UW Bothell GFO

UWT presence, UW-wide

UNIVERSITY of WASHINGTON

Faculty Assembly and
Executive Council (EC)

Your academic unit's
Elected Faculty Council

Come to our FALL FACULTY RETREAT

Friday September 27, 1-3 PM, Milgard Hall, Room 110

- > **Meet current faculty**
- > **Learn about ongoing governance opportunities and issues**
- > **Enjoy more of this fabulous new building**
- > **Some current big-ticket items:**
 - **Seating a new Vice Chair (2024-2025) and rising Chair (2025-2026)**
 - **Getting feedback and finalizing goals (committee charges) for the upcoming year**
 - **Contributing to university-wide objectives and processes**
 - **Selecting a new UW President**

Work of Peers, 2023-2024

Chairs and Vice-Chairs, Academic Policy and Curriculum Committee

- > **Sharon Laing**, Faculty Affairs Committee
- > **Christine Stevens** and **Matthew Weinstein**, Appointment Promotion and Tenure Committee
- > **Peter Selkin**, Research Advisory Council
- > **Andrea Hill** and **Moniquetra Slater**, Non-Tenure Track Forum
- > **Michelle Garner** and **Ariana Ochoa Camacho**, Ad-Hoc APT Task Force
- > **Robin Evans-Agnew** and **Jim West**, Ad-Hoc Safety Task Force
- > **Huatong Sun** FA Chair, **Anne Taufen** FA Vice-Chair, and **Andrew Seibert**, FA Program Coordinator

Academic Planning and Curriculum

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 Committee

Sharon Laing, FAC Chair

UWT Faculty Workload Initiative

- ✓ Gathering and analyzing data across units, with Academic HR and Academic Affairs.

International Faculty Contributions and Wellbeing

- ✓ Beginning the work of establishing unity, inclusivity and a *sense of belonging* for UWT's *international faculty* through partnerships with UWT's Academic HR, UW International Scholars Office and UWT Office of Equity and Inclusion.

Non-Tenure Track Faculty Support

- ✓ Working with NTTF to address pay equity and workload, to align with larger campus



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 Academic HR and Academic Affairs on milestones and faculty workshops; handbook for service continuity.

Review and Provided 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 holidays, a time of punishing, necessary, and deeply valued and appreciated.



Research Advisory Council

— 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 **UW (Seattle)**, aligning with APCC, mentoring faculty and lining up **graduate** students

Do we need a 'Dean of Research'? Can we formalize a link between Research Advisory Council and administrative routines?

Non-Tenure Track Forum (NTTF)



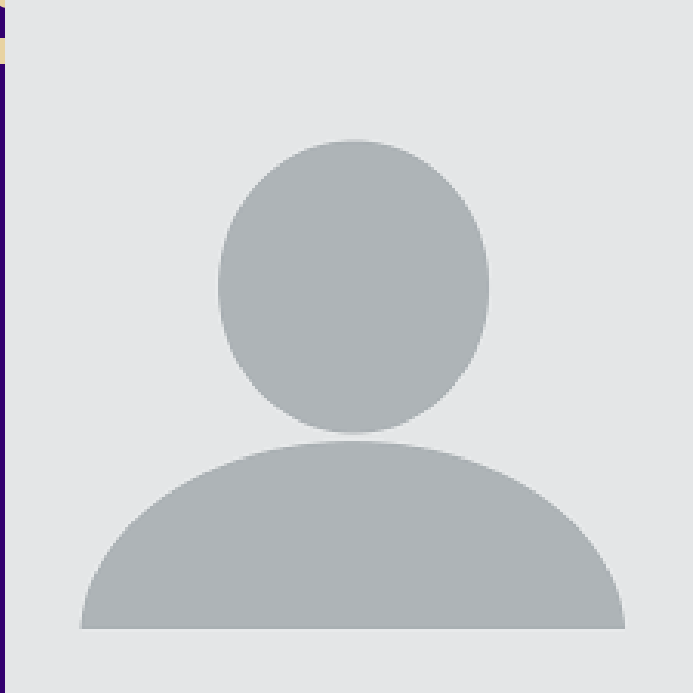
Andrea Hill, Co-Chair



Moniquetra Slater, Co-Chair

- ✓ Defining research expectations to value and protect contributions of Teaching Faculty.
- ✓ Pay equity and employment security.
- ✓ Workload solidarity – realism **with regards to** course load among faculty.
- ✓ Presence and voice **of NTTF in units/Schools** and campus

Budget Advisory Council



- > **Not Seated or Charged, 2023-2024.**
- > Faculty Merit Pay and Unit-Level Decisions, Best Practices and Campus Policy.
- > Workday training, use, familiarity, and integration into faculty projects and responsibilities.
- > Program allocations to support enrollment, completion, employment sector growth, emerging opportunity and need in campus research, pedagogy.

APT Taskforce



Michelle Garner and
Ariana Ochoa Camacho
Co-Chairs

Inherited Call for Bylaw Revisions

- ✓ Identified need to coordinate with **Academic HR, Academic Affairs** on compliance with UW Faculty Code, and support ongoing growth and maturation of UWT units (e.g., SIAS departmentalization).

Responding to APT Committee Leaders and Campus Climate Survey

- ✓ Guidelines and Handbook for Faculty Use in Collegial Review; Evidence-based best practices for evaluation of teaching, research, and service; supporting **Diversity, Equity, Inclusion and Belonging (DEIB)** imperatives at the campus, unit, and university levels.



Ad-Hoc Safety Committee



Robin Evans-Agnew and Jim West, Co-Chairs

Four Areas of Focus

- ✓ Environmental Safety, Relational Safety,

Recommendations Available mid-May

- ✓ Support for faculty education and empowerment, consultation with Campus Safety Committee, VCFA, and UWS Safety initiatives



Andrew Seibert Program Coordinator



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



Workshop II

Refining our FA Goals, Objectives, and Charges
Steps to Follow:

- > **1 – PINK – Standing Committees**
- > **2 – GREEN – Advisory Councils**
- > **3 – BLUE – This Moment**

Workshop II

Please use colored post-its

We will transcribe, record, collate, and share back
As draft charges are finalized with the Vice Chair
and shared with committee leadership over
coming days

Standing Committees

APT

- Advise the EVCAA on promotions
- Coordinate across units
- Propose policy changes

APCC

- Review and approve new courses and programs
- Engage, shape academic policy (campus & UW)
- Propose policy changes

Faculty Affairs

- Investigate and respond to faculty issues
- Prioritize race and equity issues
- Propose policy changes

Advisory Councils

Non Tenure Track Forum

- advocating for teaching faculty
visibility and rights

Budget Advisory Committee

- advocating for all faculty
educating about campus process

Research Advisory Committee

- advocating for faculty, staff, students
identifying new opportunities

This Moment

High Priority Opportunities

UW President Search

Strategic Planning

Teaching@UW

Data-driven growth

other?

Vice Chair of Faculty Assembly, 2024-2025

Special Election: Monday Sept 30 – Friday October 4

BACKGROUND:

- > **Elected Vice Chair learned of unforeseen conflict, August 2024**
- > **Resignation and Vacancy, heading into Labor Day**
- > **Consultation of Policy, tri-campus Leadership**
 - EC may appoint a replacement
 - EC may hold a special election
- > **First EC meeting, Sept 16 2024**
- > **Unanimous vote: *hold a special election***

2024-2025 Vice Chair Nominee

Andrea Hill, Associate Teaching Professor
School of Social Work and Criminal Justice

Service leadership since joining UWT in 2014:

- > Co-chairing the Non-Tenure Track Faculty Forum
- > Contributing to the UWT Strategic Planning Committee
- > Representing faculty in the UW Faculty Senate
- > Advocating as an SSWCJ Representative to Executive Council
- > Serving on the EC Budget Advisory Committee

Please Stay Engaged

Upcoming Opportunities:

- > **VOTE next week to seat our Vice Chair**
- > **ATTEND the feedback sessions for UW President**
 - 10/2 in person, here at UWT
 - Online sessions, and survey
- > **REFLECT and share your priorities**
- > **IDENTIFY areas where you can contribute**