

**Faculty Affairs Committee Meeting Minutes**

February 8th, 2021 / 12:30pm-1:30 p.m. Zoom

***Members Present through Zoom:*** *Chair: Jim Thatcher, Wei Cheng, Fei Leng, Rob MacGregor, Sharon Laing, Alex Miller, Rich Furman* . ***Members Excused:*** ***Guests:*** *Diana Falco (Co-Chair, Lecturer Affairs Ad Hoc Committee), Greg Lund (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** 
   * **Minutes from 1/11/2021**
     1. Edits:
        + No edits were made to the January 11 2021 minutes
     2. A motion was made to approve the minutes as written. So moved by Rob MacGregor, seconded by Sharon Laing
        + ***Vote:*** *7 yes, 0 no, 0 abstentions*
   * Minutes are approved as written.
3. **Report of Faculty Affairs Chair- Jim Thatcher**
   * 1. Faculty Affairs Chair stated that Focus groups would be completed by the next meeting.
     2. Faculty Affairs Chair got in touch with Bonnie Becker, and she was happy to talk more to the Committee
     3. Faculty Affairs Chair is still waiting for a response from the Appointment, Promotion and Tenure Committee chair regarding the committee itself and look at the process from Associate Professor to Full Professor
     4. The Ad Hoc Budget Committee met (notes from Rob MacGregor)
        + The state will not require the cuts that they originally required.
        + There was discussion to make the Ad Hoc Committee a permanent Standing Committee to add more Faculty voice around the Budget.
     5. Faculty Workload Research
        + Some minor discussion was made in section 5 regarding Faculty workload.
4. **Updates from Lecturer Affairs/Non-Tenure Track Faculty Forum**
   * Diana Falco added the following updates
     1. Lecturer Affairs is looking into the sabbatical process from all schools on campus, and creating a shared drive for the sabbatical processes in all schools.
     2. Lecturer Affairs is looking at equity issues in Promotion across the schools and within the ranks. They are also looking into the value of the APT Committee
     3. Lecturer Affairs is looking how to best assist the Part-time Faculty during COVID-19
5. **Focus Group Discussion/Listening Session Discussion**
   * Alex Miller asked the Committee whether any Representatives have conducted the listening sessions yet. If they have, how was the experience for the representatives.
     1. The discussion started on the idea on how Alex Miller will approach the listening sessions with SIAS, as SIAS is the largest group of Faculty on campus. Alex asked if it is possible to share the questions with the Faculty that cannot attend this meeting
        + Chair Jim Thatcher has deferred to the Committee for this inquiry.
        + Sharon Laing said that a questionnaire was sent out before this to obtain feedback to create focus group questions. Sharon Laing did say it's not about the numbers, however how rich the responses are. Therefore she did not recommend sending out the questions for others to answer on their own, but to have a more facilitated conversation with a group to add rich conversation.
        + The School of Social Work and Criminal Justice Representative has advocated against doing the listening sessions altogether, as this has been something that has been reproduced in the past. The representative has not scheduled the Listening Session yet, and does not know how they will do it. The representative is concerned that it may be a biased sample.
          1. The Representative has a big concern with no support from the non-tenure track Faculty.

Diana Falco, Co-Chair of the Lecturer Affairs Ad Hoc Committee added that the Non-Tenure Track Faculty are in support or wish to support the Tenure Track faculty. There is a concern over an impact if there was a change in workload from the Tenure Track and would affect the Non-Tenure Track Faculty, however Diana has not heard in any meetings that Non-Tenure track are not supporting Tenure Track Faculty. The concern was whether and if this were to happen if the UW Bothell model would be utilized. When taking the information that the model would not be used, that eased concerns of Non-Tenure Track Faculty. Diana also adds that there was concern that the initial survey did not include Tenure Track Faculty, as Non-Tenure Track Faculty make up one third of the campus Faculty. Non-Tenure Track also want to be more involved in campus and the promotion and tenure line. Diana reiterated that it was not an “Us versus them” situation, but more that there is a large amount of faculty on campus and everyone needs to seek and talk about it and how it impacts everyone.

* + - * 1. The Chair explained that the focus groups are meant to be a conversational one and not a survey, as the committee has already done that.
      * In addition to the Conversation, the School of Social Work and Criminal Justice representative has asked the committee on the thoughts of the concern.
        1. Alex Miller acknowledged the concerns and agreed with the Chair and Sharon Laing that the best part of this is getting people in a zoom conversation.
        2. Sharon Laing in Nursing and Healthcare Leadership added if the committee chooses to move forward with the listening sessions to address issues raised by Alex Miller within the process, but added that this should have been discussed earlier in the process.
        3. The Chair added that his perspective is laying out steps, and while this should have been addressed in the earlier stage of the process, he wants the representatives to only move forward if they are comfortable doing so. The Chair asked for the School of Education’s input as the School of Education’s listening session is scheduled soon

The School of Education Representative was ready to facilitate their portion, as they scheduled the event for their Faculty tomorrow.

Many representatives question whether this is the right time.

* + - * After discussion, Chair Jim Thatcher has said if the data (both needs of greater support and needs of greater resources) was written as a recommendation to the Executive Council, if that was a sufficient method or if the committee does not want to head in that direction, or the want to bring it back to the units to show why this is worthwhile.
        1. The School of Engineering & Technology Representative said there is a concern since the last time this data was collected, that it could be reproduced with the same results, and may create redundancy.
        2. The Milgard School of Business has five goals, and may have some response from the school.
    1. Sharon Laing added if this data was created, albeit redundant, it could be created for the new Chancellor
       - The survey data is a couple of months old, however it could have been better communicated to all Faculty. The conversation may be a better conversation where a survey may not get the same results
    2. Final conclusion:
       - The Chair will revise the survey and review it with the Committee to enhance the reasoning on why the committee is taking this plan. This will then be used in the listening session to gather more responses from Non-Tenure Track and Tenure Track Faculty. Once completed, the Chair will compile the data in a report to Executive Council, and make this available to the newly anticipated Chancellor
         1. Sharon Laing is still concerned with the additional survey being too redundant. Sharon suggested making the survey a stepwise approach when providing information
         2. Rich Furman did say it is not unheard of that the first survey was used to design a second one.

1. **Next Chair for Faculty Affairs/Interim Chair**
   * Due to time constraints, this Agenda Item was tabled.
2. **Ongoing: discussion of areas of interest for 2020-21**
   * Research for Faculty/Tenure/Promotion
     1. There was some discussion during the focus group discussion.
3. **Adjournment**
   * Meeting was adjourned at 1:21PM
     1. Next meeting Monday, March 15th, 2021
        + Zoom