

## Faculty Council Meeting

May 14, 2024 — 9:00–10:00 am

TPS 110 or Zoom: <https://washington.zoom.us/j/97171736586>

### MINUTES

Faculty Council Member	Capacity	Present (P), Absent (A), or Recusal (X) <sup>1</sup>
Ben Meiches	Faculty Council Chair	P
LeAnne Laux-Bachand	Vice Chair	P
Cassie Miura	CAC Representative	P
Jane Compson	PPPA Representative	P
Haley Skipper	SAM Representative	P
Amanda Sesko	SBHS Representative	P
Cynthia Howson	SHS Representative	P
Scott Rayermann	Lecturer at Large (SAM)	P
Anna Groat Carmona	Dean's Diversity Advisory Council representative (SAM)	P
Ex-Officio Members	Capacity	(P), (A), or (X)
Natalie Eschenbaum	Dean	P
Hyoung Suk Lee	Chair, Committee of Chairs	P
Kathleen Pike Jones	Assistant to the Dean	P
Non-Member Participant	Capacity	(P), (A), or (X)
Jessica Asplund	Director of Academic and Finance Operations	P
Jeremy Davis	Associate Dean of Programs & Operations	P
Stephen Ross	Associate Dean of Faculty Development & Student Support	P
Vanessa de Veritch Woodside	Associate Dean of Equity & Inclusion	P

### AGENDA

1. Introductions, Ground Rules, Land Acknowledgment, Agenda (2 min)
2. Consent Agenda
3. Compression and Equity (20 min)
4. Modalities (20 min)
5. Transition Plan (10 min)
6. Updates/For the Good of the Order (2 min)
7. Adjournment

---

#### 1. Introductions, Ground Rules, Land Acknowledgment

- a. Faculty Council Chair Ben Meiches called the meeting to order and the council took a moment to reflect on the SIAS Land Acknowledgment and Ground Rules before beginning the business of the meeting.

#### 2. Consent Agenda

- a. No objections to the agenda.

#### 3. Compression and Equity

- a. The data was compiled over the last two weeks with support from LeAnne, Jessica, Amanda, and Anna, ~~and Scott~~. Thanks!
  - b. Key takeaways:
    1. We are very compressed and most compressed the longer you have been here.
    2. Depending on the model or measure of compression you use based on the taskforce's formula, around 20 to 25 faculty account for roughly 50 percent of the compression; 1.78 percent compression for every year you have been here.
  - c. Recommendations:
    1. Make a recommendation to the Dean regarding how to use the formula by the 5/28 meeting, which gives the Dean two weeks of thinking time.
-

2. Encourage Faculty Council members to share the spreadsheet with their membership because while we believe the underlying “years at rank” is accurate, there is potential for error.
3. Long-term: reconstitute a taskforce or subcommittee of Faculty Council to identify field and geography-based discrepancies as per taskforce recommendations since these may be useful.
- d. Questions for discussion:
  1. What measure do we think is strongest for describing compression?
  2. What model of response to compression should we use?
    - a. Do we just address worst cases first?
    - b. Do we use a scaffolded model, e.g., 30 percent -> 3 percent extra, 20 percent-> 2 percent extra?
    - c. Is there a threshold where someone is “too compressed” to be acceptable?
    - d. Compression raises can go up to a ceiling of 10 percent according to the instructions we received.
- e. Discussion:
  1. Almost exclusively associate and full professors are compressed.
  2. We should revisit the formula to be sure that it’s good for teaching professors; it looks like teaching professors are less compressed, but that could be caused by the formula.
  3. Unless the Provost gives us money to address all of the compression, we have 1 percent or about \$125,000 to solve what we can right now.
  4. Everyone will get a 2 percent raise this year, if they are deemed meritorious.
  5. The numbers are the base pay of faculty, it does not capture other roles or grant money.
  6. Those that have been here the longest, missed merit raises 2008–2011, and the promotion percentage has changed over time.
  7. Our salaries are considered public information.
  8. There may be instances where faculty did not receive merit for some reason; Natalie has access to that information.
  9. This should really be handled by the administration and AHR
  10. Ben has shared this information with the EVCAA, Huatong Sun as chair of Faculty Assembly, and other UWT schools as well.
  11. There is a large discrepancy between salaries at UWT compared with UW Seattle and UW Bothell.
  12. This is a much more granular look at compression than we’ve done before.
  13. Ben will send the taskforce report, spreadsheet, and meeting slides to Faculty Council members; please discuss with your constituencies and have them check for errors.
  14. Not being promoted does negatively affect your salary long term.
  15. We’ll discuss again at the 5/28 Faculty Council meeting.

#### **4. Modalities**

- a. We did not have time to discussion teaching modalities.

#### **5. Transition Plan**

- a. Different types of transition tasks:
  1. Bylaws: Foundational and interrelated to many issues (composition of Faculty Council, status and role of IAS Curriculum Committee, Shared Leadership, possibly DAC).
  2. Major policy revisions: Competitive search process, merit process, promotion & tenure process, culture statements, etc.
  3. Minor policy revisions: Emeritus status, graduate faculty status, etc.
  4. Alignment: Departmentalization sometimes means that specific university-wide policies are now applicable to SIAS, e.g., course cancellation policy.
  5. The hypothetical center that everyone forgot about.

- b. Types of Transition:
  1. Faculty Council work
  2. Subcommittee of Faculty Council
  3. Taskforce
- c. Provisional recommendation:
  1. Bylaws should be a separate taskforce, which needs to complete its work by the start of Spring 2025.
  2. Major policy revisions should also probably be a taskforce with a Spring 2025 timeline.
  3. Center for Interdisciplinarity is a taskforce working concurrently with the Dean.
  4. Minor policy revisions and alignment should be handled by Faculty Council.
  5. Faculty Council should have a member of each taskforce and each taskforce needs representation from each of the three proposed departments.
- d. Questions raised at last week's departmental meetings:
  1. Staffing for departments?
  2. Clarification on leadership roles for department chairs?
  3. Cross listing courses and/or co-teaching?
  4. Master's programs?
  5. Compensation levels for chairs and secondary positions?
  6. Student hires for staff support?
  7. Role of department chairs in campus-wide processes?
  8. Delegation within departments?
  9. We key department tasks need to be up and running?
  10. Social sciences as uniquely impacted in terms of complexity and reorganization both in the short and long-term?
- e. Few suggestions:
  1. The Dean and EVCAA should clarify what is code-delegated to the department chairs and any additional delegation of responsibilities over the summer.
  2. Each prospective department should have some kind of working committee to identify transition processes.
  3. We should share out the UW Bothell and UW Seattle department models.
- f. Discussion:
  1. Does this change how UW Seattle sees us; are we a real school with departments?
    - a. It's not that clean; we will be a departmentalized school so things in the code regarding undepartmentalized units will no longer apply to us; there will still be an additional layer of review; the chancellor is actively working on this situation.

## **6. Updates/For the Good of the Order**

- a. We did not have time to discuss any updates.

## **7. Adjournment**

- a. The meeting was adjourned at 10:02 am.