

## Faculty Council Meeting

May 28, 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	A
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	A
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	A

### AGENDA

1. Introductions, Ground Rules, Land Acknowledgment, Agenda (2 min)
2. Consent Agenda: Minutes
3. Compression and Equity (25 min)
4. Teaching Modalities (25 min)
5. Updates/For the Good of the Order (2 min)
6. Adjournment

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#### 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.
- b. No objections to the minutes of the May 21, 2024 meeting.

#### 3. Compression and Equity

- a. Did anyone receive corrections on the years-in-rank data in the spreadsheet?
    1. Several people did receive questions about the data; the data is based on competitive hire dates; send any corrections to Ben.
  - b. How do we want to address people who switched ranks?
    1. Some faculty have switched roles from teaching track to tenure track and vice versa; teaching faculty have stated that they were not able to negotiate their starting salaries or for retention offers; Ben recommends deciding on a model, checking teaching faculty's salary impacts, and then only augmenting if a significant number are impacted. We can look into this further later.
  - c. Which measures are the strongest for describing compression?
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1. The 2 percent model (2 percent model: 2 percent average merit raise and 10 percent promotion / 1 percent merit raise and 8 percent promotion) is not the best model to describe compression accurately; yellow in spreadsheet for the top 25 in all measures; red the top 30 in all measures; there is a lot of historical damage; we need to look at the data from multiple perspectives.
- d. Note: Average salary of teaching faculty hired in the last three years is \$7,807.55, which is less than our B in the current model.
- e. Recommendation to the Dean (potential options include):
  1. Addressing worst cases first?
  2. Scaffolding, e.g., 30 percent->3 percent extra, 20 percent->2 percent extra.
  3. Addressing everyone who experience a) the 7.5 percent promotion raises and b) the “blips” following the 2008 recession.
  4. Compression raises can go up to a ceiling of 10 percent according to the instructions given to us.
  5. We need to make our recommendation to the Dean today or next week.
- f. Discussion:
  1. The Dean needs to turn in her recommendation by 6/14.
  2. There is no guarantee that money for compression will be allocated next year.
  3. We have about \$120,000 that we can use for compression.
  4. We could address the worst cases or use the scaffolding method so that we could help more people.
  5. Ben will come up with 2 or 3 threshold models using both the high and low percentage scores.
  6. The Dean has access to merit data to make the call about extra merit.
  7. We should create a list of factors, including cost of living, disciplines, and comp institutions to look at compression more thoroughly.

#### 4. Teaching Modalities

- a. Registrar data shows 66 percent in-person, 19 percent hybrid, and 14 percent online (all modalities) for Spring 2024, which is identical to Spring 2023 data (rounding to whole integers).
- b. The comparison point to SIAS is 59 percent in-person, 26 percent hybrid, and 14 percent online in terms of seats.
- c. Students are enrolled at 54.24 percent in-person, 28.10 percent hybrid, and 17.66 percent online.
- d. The registrar has not provided campus-wide fill rates.
- e. Bothell and Seattle are starkly different: Bothell: 77 percent in-person, 17 percent hybrid, 5 percent online; Seattle: 89 percent in-person, 4 percent hybrid, 5 percent online.
- f. Recommendations:
  1. Aggressively regulating modality distribution *generally* isn't in the School's best interest especially since *hybrid counts as in-person* and our total distribution isn't far off from the remainder of UWT.
  2. We need a campus-level conversation with an ask formally sent to EC.
  3. We need a policy that asks for major-level curricular planning to ensure in-person options are viable for all students and scheduling across all formats is done fairly; this probably means a) tasking the chairs with ensuring scheduling equality; b) tasking majors with year-long modality based curricular planning.
- g. Discussion:
  1. Seattle does have degree programs that are designed to be online.
  2. Bothell and Seattle do not have the same number of marginalized students.
  3. We should be planning for more in-person classes as the campus grows and additional housing is planned for campus.

4. We need to focus on meeting the needs of our students.
5. There is a wealth of data for K–12 that in-person learning is much better for students, however this is a discussion that needs to happen at the campus level.
- h. Ben Meiches moves that EC lead a campus-wide discussion of teaching modalities with an eye to equity; Scott Rayermann seconds; all in favor.
- i. Ben Meiches moves that “The divisional chairs should ensure during their scheduling process that each major in their purview has an in-person or hybrid option for completion of the major available during the next academic year based on the assumption that a student could complete a major within two years. Chairs should also discuss equitably scheduling online courses with their faculty”; Cynthia Howson seconds; all in favor.

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

- a. We will meet on 6/4 with topics to include:
  1. SIAS Land Acknowledgment (with special guest Dr. Danica Miller)
  2. Transition planning
- b. We still need nominations for Vice Chair, EC, and APC.

## **6. Adjournment**

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