

## Faculty Assembly Minutes April 16, 2002

This was the first Faculty Assembly meeting to be held in the Keystone Building.

The meeting was called to order at 1:12 pm.

1. The minutes of March 6, 2002 Faculty Assembly were unanimously approved. The minutes will be posted on the UWT Faculty Assembly website.

2. Chair's Report:

A. Legislative issues:

i) The Washington State Legislature passed and the Governor signed Collective Bargaining legislation this past session. The signed legislation included the provision for faculty governance. Mike Honey may organize an AAUP event around this.

ii) Budget: Janet Primomo noted that Sandy Silberstein, UW Senate Vice Chair and Chair of the Senate Committee on Planning and Budget, has provided updates about the budget on email. There is also a lot of discussion on the AAUP email list serve. UWT's Dave Secord contributed an excellent description of the UWB and UWT campuses in one of the discussions. One budget issue is the 2% faculty salary (merit) increase mandated in Chapter 24. The legislature did not provide state funds to support this. A question was posed regarding whether there was an interest at UWT in discussing this 2% salary raise. Rather than engage in a faculty discussion, it was decided that faculty voice their opinion to their UWT senator since the decision about merit will be made at the University level.

B. UW Senate:

i) Ballots for Class A legislation ballots have been distributed on a policy for competitive offers and senate membership for lecturers. Current legislation before the Senate that will come to faculty includes faculty conferences legislation and lecturer titles and duration of appointments. Please talk with your senators if you have questions.

ii) UW Faculty Senate Elections will take place this month. Please connect within your Voting Units and determine who is willing to serve as a Faculty Senator. And, please consider volunteering. This is a wonderful opportunity to see faculty governance in action! We are electing the following:

Voting Unit	# 86 -Tacoma Business - one senator
	# 87 -Tacoma CSS, IAS, Urban Studies – two senators
	# 88- Tacoma Education, Nursing, Social Work – two senators

C. UWT:

i) Congratulations to Denise Drevdahl, Belinda Louis, Jill Purdy and Richard Stackman who were profiled in University Week about their interdisciplinary scholarship on teaching.

ii) Please note that UWT's new Mission, Vision, and Defining Characteristics is out for comment. Also, there is a revised campus Strategic Plan.

iii) In March, the Nursing Program had a site visit for the Graduate School's Review. Although the Graduate School Council has yet to finalize its report, the review was very positive.

iv) Thanks to Kent Nelson who is representing faculty on the Distinguished Staff Award Committee.

v) The Grade policy in the UWT Catalog and website has been corrected. The time period for students to challenge grade was left out.

vi) Please note that UW has outstanding Teaching Assessment Resources available through the Center for Instructional Development and Research (CIDR). A handout of services was distributed. Janet is trying to schedule a faculty development session regarding the evaluation of teaching. More information will be

forthcoming.

vii) The Executive Committee provided input to the Vice Chancellor on the proposed 'Scholarship Support for Junior Faculty' program for next year.

viii) Faculty governance:

Lea Vaughn, Secretary of the Faculty, will meet with the Executive Committee in May and lay out a plan on how to strengthen faculty governance. We need to better understand our responsibilities and rights in order to participate fully in shared governance at the program, campus and university levels, particularly on matters of appointment, promotion, and tenure, as well as program approval.

The Executive Committee is recruiting committee members for next year, as we have to present a slate for voting this spring. Rob Crawford will be rotating off of the Faculty Council Tri-Campus Policy committee. Janet will be stepping down as Chair at the end of this academic year; hence a new Chair must be elected. Next year, the UWT Faculty Council will be reorganized into two councils within Faculty Assembly. One council will specifically deal with tenure and promotion (mandating that only tenured faculty serve) and the other council handle the "budget" front. Differentiating 'roles' of the faculty bodies on some issues (Faculty Affairs, Faculty Council) is going to be critical. Faculty leaders are needed for these councils.

3. Remarks from the Vice Chancellor: Chancellor Vicky Carwein could not attend. Jack Nelson provided some information on recent developments. He mentioned that 14 new faculty will be coming in the fall despite the budget crisis. The administration in collaboration with individual programs is supporting (junior) Faculty scholarships. These would give the awardees a quarter off for research and writing. The deadline for the 2002-03 academic year was set at May 15, 2002. Priority will be given to those who will be coming up for tenure during the 2002-05 periods. A one-page form (proposal), a 10-page detailed project proposal, a recommendation letter from a peer and from the program director will be needed. Potential applicants should get details of the scholarship from program directors. Jack will ask the Faculty Council to advise on the selection process.

Jack also reported that the magnitude of the budget cut is still unknown. The deficit problem is compounded by the need to provide more student financial aid. To offset the deficit, undergraduate tuition may be raised at a fixed percent and graduate tuition may be raised differentially across programs. However, the decision to do so has not been finalized by the Regents. There is then the question of the 2% faculty salary (merit) increases. Jack was not sure whether this raise is mandated or not. The dilemma, according to Jack, was the salary compression issue. Forgoing a salary raise might help the current deficit situation but it is almost certain that the compression issue will haunt us in the near future.

4. Colleges at UWT: Executive Committee Recommendation.

Janet Primomo reviewed the document she sent out with the Agenda summarizing the issue of Colleges at UWT (attached at the end of the minutes). The Executive Committee recommended that faculty form a task force to thoroughly discuss the issue of College/Schools. In all probability the process would start in the fall of this year. Pertaining to the College/School discussion there was the question of "image" of the campus and the interdisciplinary enterprise of the campus as well. Alexis Wilson pointed out that there was no immediate urgency to resolving the issue. Rob Crawford suggested that we look at the Code carefully to understand the full implications of the Schools/Colleges issue. Several members concurred that a task force be established. Marcy Stein observed that the task force should be forwarding looking since the Tacoma campus is constantly changing. A more fundamental question as to the motivation behind Schools/Colleges was raised by Anthony D'Costa. Is there urgency to move forward with this at this time? Richard Stackman pointed out that the Schools/Colleges proposal was an administration initiative. The faculty felt there ought to be explicit discussion on what structures might work for the campus, implying that the Schools/Colleges might be one of several options for the Tacoma campus. Cheryl Greengrove suggested that the task force look at different options, while Bill Richardson felt that the task force should come up with concrete recommendations. He offered it as a motion but given that there was no urgency to the issue he withdrew the motion. Since some large programs like IAS are amenable to an alternative structure different from the current one, it is evident that these discussions be initiated sooner rather than later. June Lowenberg pointed out that it might be as long as two years before a final decision could be reached. Janet Primomo stated that in the future, the Schools/Colleges issue will be examined with the full support of the faculty upon administration's request.

#### 5. Promotion and Tenure: Chapter 24 Addendum and P/T Guidelines.

Jim Gawel, the Chair of Faculty Affairs, briefly presented his committee's work on the revisions of the guidelines. He asked that faculty provide feedback for changes in the handbook. The issue of teaching load was also briefly mentioned. At the May 2 Faculty Assembly meeting, we will devote almost the entire meeting to the topic of promotion and tenure.

#### 6. Committee Reports.

##### Faculty Council on Tri-Campus Policy:

Rob Crawford provided an update on the definition of 'Campus' that is being developed by the Faculty Council on Tri-Campus Policy in connection with the changes to Section 13-23: Legislative Authority of the Faculty; Section 23-45: Campus, College, and School Faculties: Authority to Determine Organization and Procedure; and Section 23-48: Procedures for Adoption and Coordination of Policies and Procedures by Campus Colleges and Schools. [The word "campus" in these titles of sections is an addition to the previous language.] Rob briefly mentioned that "campus governance" rather than "faculty" generally should be the guiding principle in defining campus. It is anticipated that will eventually be Class A legislation.

The minutes of the Faculty Council Tri-Campus Policy are posted on the UW Senate website (this is accessible through our UWT Faculty Assembly webpage). Marcy Stein commended Rob Crawford for his work on this issue of "campus" definition.

#### 7. New Business:

Janet Primomo reflected on Norm Rose's (Dean Emeritus of UWB and former UW Senate Chair) ideas as to where the university as a whole was going and how the three campuses could ideally interact. Marcy Stein proposed that Norm Rose be invited to share his views with the Tacoma campus. The motion was passed. Janet Primomo will invite Norm Rose to our June meeting to discuss, 'Where have we been, Where might we be going? What about between now and then?'

#### 8. Announcements:

- i. Janet Primomo announced that on May 7 an Honorary Doctor of Humane Letters will be awarded to Archbishop Desmond Tutu by the University of Washington. This is a first such degree in a long time. Interested faculty and staff should contact University Relations <http://www.washington.edu/univrel/tutu> to participate in the convocation.
- ii. Dan Jacoby, Chair of UWB's General Faculty Organization, has an interesting article titled 'Growing up is challenging balancing act for Bothell' in University Week. The article addresses the multiple challenges facing smaller campuses like Bothell.
- iii. This year for the first time, our campus nominated a faculty member for the UW Distinguished Lecturer. Janet Primomo nominated Michael Kalton on behalf of our faculty.
- iv. The Executive Committee is planning a lunch for faculty after Graduation Friday, June 14. Watch for details.

The meeting was adjourned at 2:42 pm.

#### PLEASE MARK YOUR CALENDARS for Upcoming Meetings:

Faculty Assembly Meeting, May 2, 2002 (Thursday) 1:00-2:30 pm, Tacoma Room

Faculty Assembly Meeting, June 5, 2002 (Wednesday) 1:00-2:30 pm, Tacoma Room

Submitted by Anthony P. D'Costa

#### Members in Attendance:

1. Janet Primomo, Chair
2. Richard Stackman
3. Marjorie Dobratz
4. June Lowenberg
5. Charles Emlet

6. Jack Nelson, Vice Chancellor
7. Ruth Rea
8. Marcy Stein
9. Bill Richardson
10. Rob Crawford
11. Cheryl Greengrove
12. Joe Sharkey
13. Steve Detray
14. DJ Parker
15. Denise Drevdahl
16. Diane Kinder
17. Marcie Lazzari
18. Katie Baird
19. Linda Desmarteau
20. Sam Parker
21. Alexis Wilson
22. Bob Howard
23. Jim Gawel
24. Josh Tenenberg
25. Kathryn Amundson
26. Julie Nicoletta
27. Anthony D'Costa, Vice Chair
28. Sharon Fought
29. Janet Mobus

**University of Washington, Tacoma**

**\*\*\*\*\* A Memo from the Chair of the Faculty Assembly\*\*\*\*\***

**SUMMARY OF ISSUES RELATED TO COLLEGES AT UWT April 3, 2002**

At the March 6, 2002 Faculty Assembly meeting, faculty requested that a table be developed to summarize issues related to colleges at UWT. The following table is an effort to collect in one place the ‘pros and cons’ of moving to a 2 college structure at UWT at this time. Please refer to the following documents for further information:

The Establishment of Colleges at UWT, Vice Chancellor of Academic Affairs Jack Nelson.  
Available on the Faculty Assembly WebPages under Minutes/Appendices February 14, 2002

Colleges at UWT: Implications for Faculty Governance, A Message from the Chair of the Faculty Assembly, Janet Primomo March 5, 2002  
Available on the Faculty Assembly WebPages under Minutes March 6, 2002.

**A Two College Structure at UWT**

**Advantages/Pros/Points**

**Disadvantages/Cons/Counterpoints**

<p><b>Image – University of Washington, Seattle:</b></p> <p>UWT is clearly more than a college although we are listed among the many schools and colleges in the UW Handbook and in many documents, including budget documents. By having multiple colleges at UWT, UW may view us as more than ‘just a college.’ This issue may be primarily symbolic.</p> <p>The ‘Chancellor and Dean’ title would change since under a multiple college structure, the title ‘Dean’ is the head of the college. The Chancellor would no longer sit on the Board of Deans; the role of Chancellor would reflect the current activities of the Chancellor.</p>	<p>Currently, the Faculty Council on Tri-Campus Policy is developing language for the UW Handbook that defines CAMPUS. This should help us clarify that UWT is more than ‘just a college.’ Rather than change our current CAMPUS structure to multiple colleges, it may make more sense to work with this CAMPUS language first.</p> <p>It is not necessary to have multiple colleges in order for the ‘Chancellor and Dean’ title to be separated. For example, with a CAMPUS structure and multiple programs/departments, it is possible to have the Vice Chancellor for Academic Affairs hold the title of Dean.</p>
<p><b>External Image – The Community:</b></p> <p>The community does not understand what is meant by ‘programs.’ Indeed, we have multiple ‘programs’ within each ‘program.’ The community may better understand ‘Schools’. Unit heads with the title of dean may be more effective in representing their units in the community.</p>	<p>The term ‘program’ is not clear and a better term should be used to title our academic units. A ‘College of IAS’ would be understood in the community. The proposed ‘College of Professional Studies’ does not appear to have a similar sense of identity in the community. The utility of this college structure is not clear.</p>
<p><b>External Image – Professional Groups:</b></p> <p>Colleges or schools headed by deans may put our</p>	<p>At this time, a Dean would head only one unit,</p>

<p>academic heads on par with other universities. For some programs, accreditation requires the academic head be a dean (this is not true for all professional accreditations.)</p>	<p>the College of IAS. The other unit heads would not have Dean titles. Therefore, the benefit of structural change is minimal from this 'status' factor.</p>
<p><b>Internal Image:</b></p> <p>Administrators see some efficiency in a 2-college structure.</p> <p>The range of responsibilities assigned to our academic heads is typically accompanied by the title dean, not program director.</p>	<p>Faculty views the proposed 2-college structure as one that would promote further intellectual fragmentation among colleagues across campus. This is highly undesirable as most faculty came to UWT because of its attempt to create an new interdisciplinary campus. The 'College of Professional Studies' lacks an intellectual identity.</p>
<p><b>Faculty Governance Structures:</b></p> <p>In the Faculty Code, colleges and schools have clearly identified responsibilities. The governance structure is highly decentralized and responsibilities are devolved to the colleges. Deans are advised by elected faculty bodies on matters of shared governance. By adopting the language of the Code, there are fewer ambiguities about college responsibilities and the role of faculty in advising administration.</p> <p>Changes in the Code can accommodate college structures at UWT. (This is considered to be Class A Legislation).</p>	<p>The vision of the relationship between the CAMPUS and COLLEGES is not clear. What level of responsibility should be in each? If there are colleges with powers and responsibilities (curriculum, academic standards, promotion and tenure, budget advisement) what could be delegated to the Faculty Assembly and what should be maintained by the colleges? What authority would the Assembly have?</p> <p>If there is a desire (and I believe there is) to maintain a UWT faculty governance structure and a CAMPUS advisory role to the Chancellor, an additional layer of faculty governance is needed. This adds a tremendous burden to the faculty load. For example, faculty councils advise the dean; a 2-college structure would require 2 councils. If we want to have an advisory role with the Chancellor, another layer would have to be created.</p> <p>We have been cautioned by code experts that changes in the Code are far-reaching and serious. The term college is interwoven throughout the Code.</p>
<p><b>Resource Issues:</b></p> <p>According to administration, few additional resources are needed to move to a 2-college structure.</p> <p>Again, administrators see some efficiency in a 2-college structure.</p>	<p>If deans are hired, clearly there are costs for recruitment and higher salaries. Administrators need staff support as well.</p> <p>From a faculty governance standpoint, additional time to serve on committees may be needed.</p>

	At this time during budget reductions, adding any additional resources would mean reducing funding for other campus needs.
<b>Student Issues:</b>	
Structural changes should be transparent to students.	Structural changes should be transparent to students.

### **Faculty Assembly Executive Committee Recommended Action:**

Questions linger regarding the benefits of the proposed 2-college structure at this time. In-depth examination of the possible structures that may serve our needs is suggested. The Executive Committee recommends that we establish a Task Force composed of faculty, staff, administrators, and students to and examine the following questions and report back to the Faculty Assembly in Spring 2003:

What challenges and problems are posed by the current structure of the CAMPUS?

What structures might best serve the CAMPUS in the future?

Once there is a vision of the structures that serve us, we can then determine faculty governance structures and work on Code language. At this time, it is recommended that the UWT Campus engage in a dialogue about the structure of UWT and how we may evolve in the future.

Janet Primomo, April 3, 2002