

Faculty Assembly Minutes

2 May 2002

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

1. The minutes of April 16, 2002 Faculty Assembly were unanimously approved. The minutes are posted on the UWT Faculty Assembly website.

Chair's Report

a) Nominations for Faculty Assembly Committees for 2002-03 are being solicited. Executive Committee members will bring this up in Program faculty meetings. A slate of nominations will be presented at our June meeting. Michael Kalton has volunteered to serve as the Chair of Faculty Assembly next year. A By-laws change is required to directly elect a Chair.

b) In November 2001 we passed new structures for Faculty Council (http://www.tacoma.washington.edu/faculty_assembly/fa_min/fccleg.htm). We agreed to have a Faculty Campus Council on Academic Policy and another Faculty Campus Council on Promotion and Tenure (composed of only tenured faculty members). Each Council will need to elect a faculty leader Faculty Chair who will work with the Chancellor (or her designee) in coordinating Faculty Campus Council meetings.

The Faculty Council on Academic Policy advises the Chancellor on matters of academic policy (including budget). This Council has overlapping charges with the Faculty Assembly. Janet expressed concern that there may be duplication of faculty efforts. She stated that it may be beneficial (and efficient) if faculty hold joint membership on the Executive Committee and Faculty Council on Academic Policy next year. Before the end of the academic year, programs need to elect representatives to the Faculty Councils. Janet will ask the Executive Committee members to coordinate this.

c) Rob Crawford's position on the Faculty Council Tri-Campus Policy will become vacant at the end of this year and a replacement is needed. Janet Primomo is willing to represent UW Tacoma faculty.

d) The Executive Committee will review the new Distance Learning Report this month.

e) The Executive Committee approved Curriculum Committee Guidelines for Courses Offered to Undergraduate and Graduate Students. The Guidelines will be posted on the Curriculum web-page.

Janet thanked Curriculum Committee for their work.

f) Faculty Assembly will work with the Teaching and Learning Center to plan a fall workshop on teaching assessment and evaluation. Contact Janet if you are interested in assisting.

3. Chancellor/Vice Chancellor's Report

Vicky Carwein stated the uncertain budget situation. UWT is likely to know the budget two weeks after the Regents meet on May 17. Much of the budget discussion is centered on the 2% merit increases, equivalent to \$7-10 million for the university as a whole. Where to make the budget cuts has become a salient issue. Even the interpretations about salary increases is open-ended, contributing to the uncertainty of raises themselves. Jack Nelson opined that a 2% salary increase would worsen UWT's budget by about \$230,000. Various budget scenarios are being drawn up for the 03-05 biennium. One of the options includes capturing part of the indirect research funds (overheads). But this is unlikely. Another option is to refuse new enrollments until funding is comparable to peer institution. A peer institution provides \$11,500 for in-state full-time student compared to \$9,200 for Washington state. On the tuition front a 16% hike for undergraduates is expected with different programs raising fees differentially but in line with Seattle norms.

Vicky also alluded to the capital budget. The Phase 2B project is to be completed after a year to year and a half from now. UWT will be operating at overcapacity long before Phase 3 is initiated.

There is impending pressure from community colleges to launch "applied" degrees, especially under the

auspices of the Technology Institute. The problem is that technology courses from the community colleges do not transfer well into the Institute. The legislators also want such a BA program. There have been various responses toward this initiative, with Evergreen State College declining the request, Eastern Washington accepting the proposal, while UW agreeing but with the understanding that such a program will not articulate well with the existing academic set-up.

There was a suggestion from the floor that the community college faculty should interact with UWT faculty. David Secord felt that President McCormick will support UWT as part of UW even if public pressure falls on UWT directly. The solution to several interrelated problems is to offer lower division classes. Unfortunately the community colleges are opposed to our offering lower division classes. While we have the prerogative over curriculum, the HEC Board requires consultation.

The good news is that this year UWT will have its biggest graduation with 640 graduates.

Jack Nelson reiterated the importance of maintaining functions at this time of crisis and addressing communication issues with faculty. He is meeting with small groups of faculty over the next few weeks. He also announced a new class scheduling matrix, which has been designed to accommodate the need for additional classrooms for the BASW and CSS programs.

4. Promotion and Tenure discussion

There was a lively discussion on the P&T process and various revisions underway. The following points were noteworthy:

1. Revisions of P&T guidelines
2. Role of P&T committees
3. Timeline for P&T process
4. External Reviews

Jim Gawel, Chair of Faculty Affairs, reported on the some of the revisions that his committee is working on. Three core ideas emerged from his group:

1. How "service" is viewed in the P&T process
2. There ought to be a "balance" between service and teaching so as to maximize research
3. Service "must" be compensated with reduced teaching load

Bill Richardson pointed out that service for entry level faculty is targeted for reduced service load. Junior faculty typically don't get involved with governance in IAS. However, Karen Landenburger said that different programs have different service requirements. Smaller programs clearly have heavier service loads. The discussion on "service" then moved to "community service." It is evident that there are different kinds of services that add to the overall work load, often at the expense of research. Tom Diehm pointed out that campus service is different from community service, which is linked to the profession. Social work would fit this service profile. Jim Gawel gave the example of mentoring as a service that could fall under teaching or scholarship.

The problem is that with few tenured faculty, far fewer in smaller programs, service load becomes heavy for senior faculty. This was echoed by Cheryl Greengrove. However, for many faculty and programs community service is part of scholarship. Hence it is not unreasonable for such service to be recognized for P&T. There was a general consensus that a list of all different types of services be developed. Faculty Affairs and Executive Committee can develop this and add it to our Promotion and Guidelines, Appendix B. Vicky Carwein suggested that as campus growth slowed down the service load should decline, although this was not readily apparent to some of us.

How best to go about reducing the service load? Marcy Stein argued that support for faculty governance

is critical to this campus. The administration must find ways to address this problem. Even if we have a large number of junior faculty they should not be precluded from serving in governance or penalized for not serving. Jill Purdy suggested a more efficient working of committees. The consolidation of service functions and priorities of services will be the way to go.

The tenor of the discussion seemed to be that the P&T process was not transparent. Marcy Stein indicated that service and teaching evaluation in the P&T process be made clear in terms of what is valued, expected, and so on. At the same time due importance must be given to scholarship. Relatedly, Jim Gawel posed the questions of what gets discussed and what goes in the annual reviews. Since these reviews become part of P&T application it is important to know the substantive aspects of the letters. What was clear, as suggested by Josh Tenenberg, is that a template for P&T is needed on this campus that will provide the basic guidelines for putting the dossier together.

5. Announcements

- a) Janet Primomo mentioned the by-law changes to directly elect the Chair of Faculty Assembly. This vote will be conducted on the Web. Janet will send out an email with voting instructions.
- b) Norm Rose is confirmed for the Faculty Assembly meeting 6/5/02. He will speak about campus history and the future.
- c) UW Administration, President McCormick, Provost Huntsman, and Vice Provost Patterson are scheduled to meet with UWT faculty on Thurs. Oct. 31, 12:45-1:45, Tacoma Room.
- d) UWT Handbook will be put back up on Faculty Assembly Web-page.
- e) Vicky Carwein invited faculty to view the samples of the new UW logo, which will strengthen the identity of the university as a whole.

The meeting was adjourned at 2:35 pm.

PLEASE MARK YOUR CALENDARS: Upcoming Meetings:

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

Faculty Assembly lunch following graduation, Friday, June 14, 2002, Science Building

Submitted by Anthony P. D'Costa