



Department Faculty Meeting  
Friday, December 10, 2021, 3:30-5:00pm  
Location: Zoom, <https://washington.zoom.us/j/98953550694>

*Agenda*

- I. **Call to Order**
- II. **Vote:** Approval of Minutes (November) (*standing item*; Handel) 3:30-3:35
- III. **Update:** Brief Announcements (*standing item*; Handel) 3:35-3:45
  1. Office staffing and hours
  2. Nazry Bahrawi's arrival
  3. FERPA updates – *email reminder will follow* (<https://registrar.washington.edu/staffandfaculty/ferpa/>)
  4. Winter quarter teaching
    - Email from Provost Richards on December 1 about information to include in syllabus
    - Time schedule office delays for change requests
  5. Gowen Hall closure over winter break (instructors have keys; TAs can coordinate with staff)
  6. Lunar New Year celebration (January 28?)
  7. Update to [Graduate School Memo #12](#): We need a policy on graduate faculty membership
- IV. **Update:** Korean search (Cho) 3:45-3:50
- V. **Discussion:** Korean search - potential conflict of interest (Handel; Appendix 1) 3:50-4:00
- VI. **Discussion:** Future direction of department hiring (Handel) 4:00-4:15
- VII. **Discussion:** Five-year hiring plan (Handel; Appendix 2) 4:15-4:40
- VIII. **Discussion:** Distance Learning (DL) course designation policy (Handel; Appendix 3) 4:40-4:55
- IX. **Update:** Modality for winter quarter faculty meetings (Handel) 4:55-5:00
- X. **Adjournment**

## Appendix 1: Potential Conflict of Interest in Faculty Searches

### Faculty Code 24-50

[N]o faculty member, teaching assistant, research assistant, department chair, dean, or other administrative officer shall vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the **employment**, promotion, academic status or evaluation of a student with whom he or she has a conflict of interest.

...

A conflict of interest exists when a person participating in a decision has a **substantial connection or interest** related to individual(s) affected by the decision that might bias or otherwise threaten the integrity of the decision process or that might be perceived by a reasonable person as biasing or threatening such decisions. This includes familial, romantic, or sexual relationships and financial conflicts of interest. **This may also include some professional relationships.** No list of rules can provide direction for all the varying circumstances that may arise; good judgment of individuals is essential.

[emphasis added]

The Department Chair and the Search Committee met with Chad Allen, Associate Vice Provost for Faculty Advancement on Monday, December 6, to discuss the issues of a potential conflict of interest and the potential appearance of conflict of interest. We would like to discuss this issue with the department faculty as a whole before proceeding with on-site interviews, talks, and meetings.

## Appendix 2: Five-Year Hiring Plan ([Google Drive folder](#))

- The raw results of the straw poll are [here](#).
- An analysis of the results of the straw poll, with vote totals ranked and weighted, is [here](#).

Summary of results:

- Positions D (Assistant Professor, early Chinese texts) and E (Assistant Teaching Professor, Korean language) are tied for the top ranking.
- The remaining positions are farther behind, with none having a clear edge for third priority.

The Executive Committee discussed the results on December 7, 2021, and drafted the following two motions for consideration. They are identical except for the order of priority of the top two positions.

1. “The Department faculty recommends that our hiring plan for the next five years prioritize the positions of assistant teaching professor of Korean language and assistant professor of ancient Chinese texts, in that order. Beyond these two positions, we reaffirm longer-term interest in four tenure-line positions, while recognizing that ongoing flux in our department may lead us to revise the specific proposals in future iterations of our hiring plan: Sinophone literature and Hindi language/literature (both carried over from last year’s hiring plan), South Asian media/culture, and Japanese/Korean linguistics.”

2. “The Department faculty recommends that our hiring plan for the next five years prioritize the positions of assistant professor of ancient Chinese texts and assistant teaching professor of Korean language, in that order. Beyond these two positions, we reaffirm longer-term interest in four tenure-line positions, while recognizing that ongoing flux in our department may lead us to revise the specific proposals in future iterations of our hiring plan: Sinophone literature and Hindi language/literature (both carried over from last year’s hiring plan), South Asian media/culture, and Japanese/Korean linguistics.”

For reference, this is last year’s motion, passed at the faculty meeting held on December 11, 2020:

“The Department faculty recommends that our hiring plan for the next five years prioritize the position of assistant professor of Korean language/literature/culture carried over from our previous hiring plan. We also affirm the importance over the next five years of additional positions in our South Asian and Chinese programs. We propose hires in modern Hindi language and literature and in modern Sinophone literature, without prioritizing one over the other, while recognizing that ongoing flux in these programs may lead us to revise these specific proposals in future versions of our hiring plan. We also affirm the need for further strengthening of the Korean program beyond the currently proposed hire, which may lead us to include another faculty position in Korean in a future iteration of our hiring plan.”

### Appendix 3

Among the options we can choose for applying for DL designations:

- 1) Impose no restrictions at the department level. Send requests up and see what happens at the College and University level. Applying for a DL designation would be up to individual faculty. This would enable us to get DL designations as quickly as possible for maximum flexibility. We can decide later if, when, and how to offer them.
- 2) The faculty decide on a set of standards to apply to DL courses, including a justification for remote delivery and modification of course structure, assignments, and/or assessment to adapt to the all-remote teaching environment.
- 3) Any degree of restriction or oversight between #1 and #2.

*It is up to us to decide what we want and what role, if any, the Undergraduate Education Committee should play.*

*Draft proposal from Undergraduate Education Committee on proposals for adding a Distance Learning (DL) designation to an existing course*

- 1) Should have most of the DL format worked out. Proposals must demonstrate how student challenge and engagement will be maintained in a fully remote environment: generally speaking, remote versions of in-person classes are not enough. The instructor should have concrete plans to actually teach the course in DL format sometime in the next 2-3 years.
- 2) Should explain why 100% remote instruction is necessary/ideal. Courses that are taught partially remote are classified as hybrid.
  - a) Justifications should not reference Covid or other possible emergency situations: such emergencies will be handled on an emergency basis, as Covid was.
  - b) Justifications should focus on student benefit. For instance,
    - i) the class is more effective in DL format, or,
    - ii) UW students benefit from sharing a class with students from other places.
  - c) Increased enrollment will only be considered a valid justification if the viability of the course is at risk due to low enrollment (as sometimes happens with summer courses, for instance).
  - d) Instructor disability may be a sufficient justification for distance learning but such situations should be handled through the chair and HR.