



Minutes for Faculty Meeting of January 7 (Final version of 2022.02.01)

Department Faculty Meeting
Friday, January 7, 2022, 3:30-5:00pm
Location: Zoom, <https://washington.zoom.us/j/93618948941>

I. **Call to Order**

II. **Vote:** Approval of Minutes (December) (*standing item*; Handel) 3:30-3:35

No objection to minutes circulated by email, Minutes are approved.

III. **Update:** Brief Announcements (*standing item*; Handel) 3:35-3:40

1. Welcome to Nazry Bahrawi
Introduction of Uma Attota, David Fowler, Emily Hall

Nazry says hello. Part-time lecturers introduce themselves: Uma Attota (teaching Telugu), David Fowler (covering Hindi 102), Emily Hall (teaching course on Korean pop culture)

2. Department main office hours

Full hours since Monday, 8-12; 1-5. Not clear what will happen with Covid situation but no decisions yet. Will notify if/when hours changes.

3. Earthquake/emergency preparedness kits

Looked into this after discussion at an earlier faculty meeting. Looks like we can get kits that are about \$100 per office. Hoping to have those in place by the end of the school year. More details coming.

4. Summer Sessions and summer faculty salaries

“1 Month Salary x #Credits x 0.3” vs. “1 Month Salary x #Credits x 0.2” for *intensive language courses*

lower salary formula would shift break-even point from 11-12 students to 7-8 students

All departments expected to self-fund summer offerings. Has been hard to calculate for the department because predicting enrollments is so difficult. Another problem is that intensive language courses are capped so we can't run them as very large classes. So there has been a proposal from the College that departments can calculate instructor salary according to an alternative formula (1 Month Salary x #Credits x 0.2). This will lower faculty salary for summer classes. But it changes the viability threshold for a course from 10-11 to 7-8 students. This decision needs to be made collectively, as a department.

Faculty question: Is the decision about which formula to use class-by-class or is it by the department?

Chair: Thinks it will be done class-by-class. CAS will report courses using the alternative salary formula course by course, which implies all other courses would use the usual formula.

Fac. member: There has been an ebb and flow in summer salaries over the years. Summer pay had been raised previously by 50% and then those higher costs have now been shifted onto departments. Doesn't think the planning around summer school has been handled well.

Chair: Basically agrees. There is ongoing difficulty dealing with the summer school, since they are an independent entity. Communication and clear planning have been lacking.

IV. **Update:** Korean search and candidate visit schedule (Cho) 3:45-3:50

Reminder of dates for upcoming remote campus visits, highlighting meetings that are particularly important for faculty to join. All job talks are at 3:30. Social half-hours will also be helpful. Finally, a Q&A meeting between the candidate and all AI&L faculty. Faculty should try to participate in all three. Job talks and faculty interviews will be recorded and might be made available to faculty (chair will check). Job talk titles and abstracts should be coming soon.

Faculty question: Will there be time for faculty to exchange observations on an informal basis after the job talks? It's an important opportunity to share thoughts and gather information. Hopes there would be a meeting after each visit to talk informally.

Chair: There is a social half-hour after each job talk. Is it possible to keep the meeting open after the candidate leaves so that faculty can discuss their thoughts after the job talk and social half-hour?

Fac. member/search committee chair: Yes that could work. But wants to check with other committee members first.

Fac. member: Agrees there are downsides to the online job talk situation. Would be good to have meetings after the job talks. Maybe a facilitator could be there too to structure the meeting.

Fac. member: Has concerns. The job search process has changed over the past 5-10 years. The university is trying to reduce chances for biased conversations to occur and that might happen in this kind of meeting. Also concerned about power dynamics among faculty members in the meeting itself.

Fac. member/search committee chair: We usually have some small talk during campus visits when they're in person.

Fac. member: Proposes a way of structuring the meeting by giving each faculty member an equal opportunity and amount of time to make comments should they choose to. Would prevent a minority of outspoken faculty from dominating discussion.

Fac. member: Having time for faculty to discuss each candidate would be helpful. Maybe it doesn't have to be right after the job talk? Maybe the next day? The potential for bias, or other poorly-based judgments, exists whether or not we meet to discuss. Thinks it would be better to meet and learn from each other than not.

Chair: Proposes that we postpone this discussion to the personnel meeting later. Because the conversation about teaching should happen while everyone is here at the meeting.

V. **Discussion:** Teaching from now until January 28 (Handel) 3:50-4:00
President Cauce's email: "Instructors may hold in-person classes **if they also can provide an option that allows students to participate remotely**, or they may keep their classes online through Jan. 28."

Appears that they are anticipating a lot of absences and that they want flexibility for students. For our department this means that small classes could meet live in person and the whole class could move online if someone is sick. But for larger classes this rule would make it very difficult to hold in-person classes: for those classes it looks like fully remote is the only good option.

Faculty member: Had thought it could be as simple as recording classes and giving students some response assignments. Does this mean the class has to be live remote participation?

Chair: Not exactly clear from the President's comments what is envisioned, but wants to be flexible in how we interpret it.

Faculty member: I teach similar classes (though not this quarter). I personally would find recording and posting lectures online to be adequate accommodation for students unable to participate in-person.

Chair: One concern is how the students respond. Not clear what students are expecting. Hopes that we should have a lot of leeway to make judgment decisions about what enables participation remotely. Unfortunate that the announcement has come so late, leaving little time to adjust.

Fac. member: Teaches large introductory language course. Surveyed students on Wed. and found that about 1/2 of students want it each way. Also surveyed TAs and found similar result: about half wanted it each way. So has decided to divide the quiz sections into two types: in person and online, so that both modalities are available in the quiz sections.

Chair: If you're uncertain about whether what you're planning is appropriate, please consult with Chair and Asst. Chair. Hopes to be able to give everyone flexibility to make the best decisions in light of health and safety and pedagogical issues.

VI. **Discussion:** Distance Learning (DL) course designation policy (Handel) 4:00-4:20
Results of survey: https://docs.google.com/document/d/15Jq9k-n6_Kzz3_80G1Ocu2VY0eTpOxXmfRrMZsM5P8c/edit?usp=sharing

Was hoping to have more time for this conversation. Points out that the survey was a little inconclusive but that the comments are useful so we should each read them at our leisure and talk more in future. Another complication is that there may be changes coming from above in the next few years but we don't know what they may entail. Points out that the DL designation is only a designation so there will always be subsequent scheduling decisions. The DL designation is not something needed for emergencies as is demonstrated by our recent experience, but we need to think about when we should make it an option. Not enough time to have breakout room discussion right now so we'll move discussion forward. We'll put a pause on DL designations for now but if anyone has pressing issues that need a proposal to move forward they should contact Chair. Any questions?

Fac member: Summer session did request that summer courses be offered DL if possible. The Japanese program has some content courses that could be listed that way.

Chair: Have probably missed the window for this summer. Summer school did not request we offer DL courses. They did say that they thought there would be interest from around the country in remote courses (as there was last summer) so if we wanted to get our enrollments up we could offer DL courses. Departments have reacted differently to this. Some are getting DL designations on everything. Others are saying they're still trying to figure it out.

Fac member: Believes it's important to separate discussion of DL from questions of our summer offerings. Summer offerings are not fully under our control: the department loses considerable autonomy to the summer school. Our department's main/core curricula lie with our academic year offerings. Decisions about DL should be taken with our core curricula in mind, not summer school issues.

Chair: Definitely need to discuss more.

VII. Adjournment to Personnel Meeting

Attendees: Ahmad, Atkins, Attota, Bahrawi, Bhowmik, Bi, Cao, Chesbro, Cho, Dubrow, Fowler, Hall, Hamm, Handel, Iwata, Jesty, Kim, Lu, Mack, Marino, Matsuda-Kiami, Nguyen, Nishikawa, Ohta A., Ohta K., Pauwels, Sandjaja, Van Scoyoc, Takeda, Turner, Wang, Won, Yoon, Yu