



Department Faculty Meeting
Friday, December 11, 2020, 3:30pm
Location: Zoom, <https://washington.zoom.us/j/91077204753>

Minutes

Meeting called to order at 3:33 PM

Attendees: Ahmad, Bi, Cao, Carlyle, Cho, Dubrow, Hamm, Handel, Iwata, Jesty, Kim, Lü, Mack, Marino, Matsuda, Nishikawa, A. Ohta, K. Ohta, Pahlajrai, Pauwels, Salomon, Sandjaja, Schnell, Self, Takeda, Turner, Wang, Won, Yoon, Yu

- I. **Vote:** Minutes approved by consensus (*standing item*; Mack)
- II. **Update:** Brief Announcements (*standing item*; Handel)
 1. Healthy Hour: Tuesday, December 15, 3:30-4:30
 2. College budget and enrollments (report from Dean Bob Stacey)
Situation is quite good. In terms of hiring, it may be limited because there are few retirements so far this year.
 3. Yen Nguyen hire (Assistant Teaching Professor, Vietnamese)
Received a visa, and should arrive next week.
 4. JungHee Kim is department ambassador to Center for Teaching and Learning
Please direct any questions for the CTL to her.
 5. Search for new Humanities Data Science position
If a candidate would be in AL&L, we will be approached to vet the candidate.
 6. Search for new Dean of the College of Arts & Sciences
<https://www.washington.edu/provost/leadership-searches/dean-of-the-college-of-arts-and-sciences/>
The large search committee is actively soliciting input from faculty.
 7. Upcoming matters for future faculty meetings (not an exhaustive list)
 - i. Update retention policy for counter-offers
 - ii. Update merit review procedures
 - iii. Update by-laws on College Council and Faculty Senate election procedures
 - iv. Revisit policy on format of minutes
 - v. Revise teaching loads for instructional-line faculty and tenure-line faculty
 - vi. Reconsider role of ASIAN-prefixed courses

III. **Update:** Faculty Senate (*standing item*; Jesty)

Two pieces of Class A legislation being put to a faculty vote. 148: Adding one word to the faculty code, regarding "published" guidelines for promotion. 149: Concerning how promotion committees are constituted; should not be relevant for AL&L, except that members of the report-writing subcommittee will be named in the summary provided to the candidate. In Winter Quarter 2021, the new grievance process will be voted on.

IV. **Update:** Southeast Asian assistant professor search (Dubrow)

We have started receiving applications; the deadline is next week.

V. **Discussion:** Hiring plan (Handel); due December 18; *see appendices 1a, 1b, 2*

Five-year hiring plan, which we submit each year. It is not binding.

Proposal moved by Ping Wang, seconded by Chris Hamm. Proposal passed unanimously, without revision.

"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."

VI. **Meeting adjourned at 4:21.**

Appendix 1a: Results of Straw Poll and Survey

See separate Excel spreadsheet

Appendix 1b: Narrative summary of Results of Straw Poll and Survey

Twenty-two respondents filled out the survey during the period December 2-7.

- The Korean position was clearly favored as top priority. All 22 respondents ranked the Korean position, with 18 ranking it as first priority and 4 ranking it as second priority.
- Support for the Sinophone and Hindi positions was lower than for Korean and the faculty expressed no clear preference for one over the other. Each received 2 first-rank votes, and each received between 6 and 8 second-rank and third-rank votes.
- It is worth noting that 7 respondents declined to rank the Hindi position at all, and 4 respondents declined to rank the Sinophone position at all. This suggests “softer” support for these two positions, aside from the issue of ranking/prioritization.
- Several issues came up in the comments. The most frequently articulated opinion was that more than one hire in Korean is desirable and justifiable. The comments also suggested “soft” support for the Hindi and Sinophone positions. It is important to keep in mind that 14 respondents did not leave comments, so their views are not reflected.

I would like the department to have a professorship whose research link across language areas, for example, Southeast Asian socio-linguistics or postcolonial literature or Comparative/transnational East Asian literature.

It seems prudent to respond to the growing student demand and the momentum with the divisional Dean by prioritizing the Korean position first. With student enrollment in South Asia courses continuing to be low, I think there is some urgency to support the modern Hindi position as the second priority. It has the strong potential to increase interest in modern South Asia, especially among the many UW students of South Asian descent, which could in turn drive interest in other related courses, including premodern language and content courses.

A central question in these discussions is the balance between strengthening what we are already doing and expanding into new areas. Although I'm inclined to prioritize the former, and on that basis might favor the Sinophone position, enrollments in Korean and the focus of our Korean faculty make a good argument for prioritizing the Korean position. I'm not sure that recent enrollments in the South Asian program meet the same bar. Adding to our Korean program is essential. One TT faculty member a program does not make. I am in another program but would welcome graduate students in Korean literature!

The Korean program, compared with other East Asia Language program, has a comparable size of enrollment and interests from students, while the number of faculty member is about 1/4 of the Chinese/Japanese program. Interest

in the Korean language is not just from (cultural) heritage learners but also non-heritage learners and their appetite for knowledge of Korean language and culture is very high. Compared with other proposals, the need of developing Korean faculty is REAL. I do not feel that other proposal is based on the actual NEED, rather more or less a "WISH list" just for the purpose of getting into this competition. The need for Korean program is REAL and IMMEDIATE. With a very limited resource available, the department should NOT waste it and put all our effort into filling the REAL and IMMEDIATE need. Unfortunately, this survey does not let me choose the same proposal for all the years. My choice is: Korean literature culture in Years 1, 3, and 5.

South Asia is down to only 3 tenure positions and really needs to be strengthened and revitalized, but we recognize the need for Korean to come first.

Of the three, I think there is only sufficient demand among students for the position in Korean. All of these fields are worthy of study, but the numbers of majors don't justify a 6th professor of Chinese or a 4th professor of South Asian studies.

I think the Korean program has the most acute needs, much more than Chinese or Hindi, and so at the three-year or five-year point if we can hire someone else, I think it should be another person for the Korean program.

Appendix 2: Draft Motion on Hiring Plan

The goal of our meeting is to pass a motion outlining the five-year plan and directing the Chair to write up a final plan that is consistent with that outline, and adheres to the dean's guidelines for format and content, to be submitted to the divisional dean on December 18.

1. The Executive Committee met on Tuesday, December 8, and reviewed the results of the faculty survey (see Appendices 1a and 1b). The Committee reached the following conclusions about the sense of the faculty:

- We should put the Korean position forward as first priority.
- There is justification and support for new positions in Chinese and South Asian, based on the traditional strengths of the department, programmatic need, and the desire to foster future stability and growth. However, there does not appear to be consensus or strong department-wide support for these specific positions (Sinophone literature, Hindi/Hinglish language). Moreover, both the Chinese and South Asian programs are in a period of transition, having had a good deal of recent faculty turnover and with further changes possible in the next few years. As these changes and their ramifications settle, it will likely reshuffle our priorities and the context of our planning.
- There is justification and support for additional positions in Korean (whether tenure-line or instructional-line) beyond the proposed position.
- Survey comments as well as discussion at our previous faculty meeting indicate some desire for departmental positions that cut across our traditional programmatic and regional lines.
- More discussion about these issues within and across programs is needed than has been possible during this abbreviated two-month process.

2. The Executive Committee concluded that we should put forth a five-year plan that prioritizes the Korean assistant professor position for a search in 2021-22, and indicates that positions in Chinese, Hindi, and Korean are possible goals for the following four years. The plan should be expressed in flexible terms, with an expectation that by next year at this time we will (a) have greater clarity into the status of the Chinese and South Asian programs; and (b) have had more time for detailed and thoughtful deliberation.

The following language is presented as a draft motion for discussion, modification, and eventually a vote at the December 11 faculty meeting:

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.