



Department Faculty Meeting  
Friday, June 4, 2021, 3:30pm  
Location: Zoom, <https://washington.zoom.us/j/98852860727>

*Minutes*

**Attendees:** Ahmad, Atkins, Bhowmik, Bi, Cao, Carlyle, Cho, Dubrow, Hamm, Handel, Iwata, Jesty, Kim, Lu, Mack, Marino, Matsuda-Kiami, Nguyen, Nishikawa, Ohta, A, Ohta, K, Pahlajrai, Pauwels, Salomon, Sanjaja, Schnell, Self, Takeda, Turner, Wang, Yoon, Yu

I. **Call to Order at 3:33pm**

II. **Vote:** Approval of Minutes (*standing item*; Mack) -- postponed until later.

III. **Update:** Brief Announcements (*standing item*; Handel)

1. **Prospects for 2% merit increase**  
The prospects have increased greatly. President won't ask for declaration of state of emergency. Has proposed to the Regents that a merit increase be awarded. Additional merit pay is unlikely, but not impossible. Regents will vote in July.
2. **Department Awards and Convocation (June 11, 3:30pm)**  
People listed on the program as speakers are encouraged to attend Tuesday, June 8 practice session at 3:30pm.
3. **Prospects for Korean hire**  
These prospects have also changed for the better. We now have a lot of confidence of getting it. Dean Reed has asked us to start the administrative process. The request has gone to the Provost and the Regents, and the assumption is that it will be approved. Cho will chair the search committee. Fourth FTE in the last three years, despite substantial hiring limits. Search committee will communicate with the faculty as a whole as it moves forward.
4. **Liz Self**  
Self's last day with us will be June 11.
5. **ASE union contract**  
Negotiations went smoothly and agreed to a new 3-year contract that was just ratified. It is available on the University website. <https://hr.uw.edu/labor/academic-and-student-unions/uaw-ase/ase-contract>
6. **Incoming graduate students**  
The largest crop of incoming students in recent memory: 12.
7. **Items for autumn faculty meetings (not today)** (listed here so we won't forget)
  - i. **Reconsider role of ASIAN-prefixed courses**
  - ii. **Finalization of teaching-load reduction proposals**
  - iii. **Revision of five-year hiring plan (due in December)**

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

Email on voting on Class-B legislation 10 to 14 days ago: the first, 101, has to do with withdrawals; 202 about the medical and law schools; 203 about doctor's notes for absences (prohibits requiring them); and 204 about how academic satisfactory progress is tracked for undergraduates (now students forced to graduate at 165 credits and 11 quarters). These are for you to vote on. Jesty emailed recently about the Class-A Legislation 154: Senate Committee on Planning and Budgeting Membership. Our senators in the fall will be Louise and one other seat that will be open. Not sure what the process is by which someone will be chosen. If anyone is interested in standing, please contact Handel or Jesty. Legislation 204 could be particularly consequential for our department. Emails were sent on May 24.

**V. Update: Advisory Council for Technology-enhanced Teaching (ACTT) (Kim)**

Some of the topics discussed included: Tools for class instruction, such as Piazza, Soundcloud, etc. (Contact UW-IT for information about what tools are available.) Issues around physical spaces and scheduling, and how these could be addressed with online practices. Assessment should have lower stakes. Low-overhead, high-impact strategies since not all students will be able to attend in person. Student privacy when recording classes. Combining synchronous and asynchronous classes. Misconduct issues. Proposal: students should be surveyed about what tools they like. UW currently preparing guidelines about how to handle students who could not attend in person in the fall.

**VI. Discussion: Autumn Quarter teaching (Handel)**

A lot of uncertainty remains. Summer decisions happened late because the department is now financially liable for its offerings. We made \$16K last summer, which we just learned; it is presumed that summer 2020 saw unusually high enrollment. Autumn: vaccinations will be required of faculty, staff, and students. There will be exceptions. Faculty and staff will attest to this through WorkDay. Students will complete a similar attestation. What this will probably mean is that distancing and masking requirements will not be mandatory. Currently best practices are being formulated for hybrid courses, etc., for Autumn teaching by Phil Reed. We should get that by next Friday. By the end of this month we will have guidelines from the university and by early next month we will have guidelines from the state. Then we can discuss whether or not to allow implementation of special accommodations regarding teaching, including hybrid courses. Students prefer in-person classes but with recorded lectures. Handel is maintaining his moratorium on hybrid and DL courses for Autumn until July so the decision can be made once, in an organized way. Handel says he thinks it is unreasonable to ask faculty to record lectures without built-in equipment. It seems that instructors have the right not to record lectures and to ask students not to record them. The university is leaning toward NOT making instructors make these courses available to students who cannot come back to Seattle. People will not be expected to teach simultaneously to live and remote audiences. Students with health issues will be served through Disability Services.

**VII. Discussion: Merit reviews (Jesty)**

Merit review process needs to be revamped and the primary reason is to make the process communicative. It can be an opportunity and tool to make our expectations for performance clear. Also, goalposts can be established collectively and explicitly. We can use it to be egalitarian as well if that is our goal. If Academic HR says that they will not make counter-offers, perhaps we can think of strategies to respond. Handel thinks it is a good idea to rethink this process together.

**VIII. Discussion: Courseload reductions (Handel)**

This [draft proposal](#) is intended as a concrete starting point for discussion. It is available on Google Drive for consultation before and during our discussion. We need to solicit general feedback about this proposal. Wants to emphasize two things: first, whatever we do will be a leap of faith because there are many outcomes we cannot foresee. We will just have to try things and see how they go. Second, our current curricula are all structured around our current course loads and staffing levels. Reducing course loads will force us to rethink our curriculum. Faculty divided up in breakout rooms to discuss matters. Feedback: perhaps just reduce to four and let programs figure out how to cover curriculum

requirements. If increased research output is the goal, then perhaps just shoot for that. Could explore combining courses creatively to cover curriculum needs. Also teaching fewer days per week, possibly including asynchronous components (e.g., five days down to four.) Thinking of numbers as punitive is the wrong way to frame it; rather, seeing them as goals is valuable. Reducing total number of courses need not reduce student access to faculty. The idea of having one class a year for as many students as you can is a desirable goal for the department. Shift of attention from number of classes to number of students is a change for many. While it might not be equitable, it would at least be a reduction in teaching hours for everyone. Perhaps a reduction in teaching hours might be the goal, instead of a reduction in number of courses.

**IX. Adjournment at 5:01pm**