



Department Faculty Meeting Minutes

Friday, October 14, 2022

Location: Denny 213, or via Zoom: <https://washington.zoom.us/j/95919937012>

In person attendees: Ahmad, Atkins, Bhowmik, Cao, Cho, Hamm, Handel, Jesty, Kim, Marino, Matsuda-Kiami, Nguyen, Ohta, A., Ohta, K., Pauwels, Takeda, (Zhu)

Zoom attendees: Bahrawi, Dubrow, (Horikawa), Ishikawa, Lu, Mack, Sandjaja, (Sun), Turner, (Vanscoyoc), Wang, Won, Yu

Call to order:

3:33 pm

Faculty member 1: States intention to record meeting.

Chair: States colleagues would like to know why.

Faculty member 1: States it is for the record.

Chair: States the why has not been given.

Faculty member 1: States if someone asks, they will share recording.

Faculty member 2: States they asked Brian, and he said recording was unprecedented.

Chair: Asks if there are any objections to first order of business.

Approval of previously circulated minutes (by physical and zoom hands).

I. Announcements

1. Nandini Abedin, whose position was terminated in June, has been reappointed for a four-year period from funding received by the Title VI grant received by the Southeast Asia Center.
2. Congratulations to Heidi Pauwels, Jameel Ahmad, (and Purnima Dhavan, History) recipients of a NEH grant.
3. Congratulations to Izumi Matsuda-Kiami on receiving a national AATJ teaching award.

4. The next Markus lecture will be given on May 8, 2023 by Professor Michel Hockx, University of Notre Dame.
5. The following temporary faculty are teaching this autumn: Uma Attota (Telugu), Amruta Chandekar (Sanskrit and Hindi), David Fowler (Hindi), Helen Lee (Korean), Yan Zhu (Chinese Flagship), and Yingyin Sun (Classical Chinese)

II. Updates

1. An offer has been made to April Doenges for Department Administrator (Youngie Yoon's position). April accepted verbally. Start date is slated for October 26. Katherine McDermott will overlap for training until November 10.
2. Assistant Teaching Professor in Chinese Search (Izumi): the committee has met with Chad Allen and created a rubric. The deadline is December 1. Please circulate ad.
3. Assistant Teaching Professor in Korean Search (Amy): the advertisement appeared August 29, deadline is November 1, and committee is working on rubric.
4. Last spring, a vote was taken in the department requesting the university to remove Bill Boltz's emeritus status, which has not happened. Bill was asked to relinquish it voluntarily, he refused. AG said the university could find no legal way to remove emeritus status. Bill agreed to sever all ties except emeritus status. All main advisees have been transferred to other faculty.
5. All committees will be asked to document their guidelines and these will be aligned with by-laws so everything will cohere. Justin Jesty will be involved in creating new by-laws.
6. The Southeast Asia program, following the example of the South Asia program, plans to create a new SEA prefix for their courses.

III. Discussion and Vote (by Zoom poll and hand count): Annual delegation of authority, hiring of temporary faculty. (Handel; Appendix 1)

Chair explained he used this authority to make many crisis hiring decisions in the last three years. Motion to vote raised and seconded.

Motion passed. 26 (Y) 0 (N) 0 (A)

IV. Discussion and Vote: Biennial delegation of authority, retention (Handel; Appendix 1)

Chair explained vote to delegate authority to make a retention offer only is required every other year, but would like to have an annual vote.

Faculty member: Asked if a faculty member getting an offer and a retention counter-offer is confidential.

Chair: Stated he is not sure if it has to be, but has treated it as such except for needed consultation with relevant faculty. Will look into whether there is an obligation of confidentiality.

Motion passed. 26 (Y) 0 (N) 0 (A)

V. Discussion and Vote: Department committees (Atkins; Appendix 2a)

Paul explained that deciding on authority to establish ad-hoc and other standing committees was a leftover matter he believed should be explicitly decided now, and would be a head start in revising by-laws. This is not about the present chair specifically but about policy related to future chairs too. He also previewed the second motion, that the faculty as a whole should approve agendas, not the chair alone.

Faculty member 1: Asked if a policy for committees was necessary.

Chair: Stated importance of having a policy because questions about legitimacy of committees were raised last year. Clarity is important.

Faculty member 2: Asked if chair could form agenda, and then faculty approve it at next meeting.

Faculty member 3: Stated wish for chair to move nimbly since things work so slowly.

Faculty member 4: Concerned about faculty burden. Would rather focus on other things. Administrative matters take up too much time. Believes if chair has different view than faculty then they have authority to act on their view and overturn a decision at next meeting.

Faculty member 5: Concerned chair would be hamstrung by not having authority should an urgent matter arise.

Faculty member 6: Stated chair can ask anyone for advice anytime, won't slow things down. Only relevant a couple of times a year so not much faculty burden.

Faculty member 7: Expressed that the cost of not having policy in place is considerable. There *is* a burden on faculty. Many hours lost and relations damaged. Maybe email is ok to vote on committees if don't want to wait until next faculty meeting.

Faculty member 8: Asked how other departments handle this.

Chair: Stated Brian thought it would be good idea to have an explicit policy.

Faculty member 6: Expressed they'd rather be on a committee approved by faculty than one appointed by chair without that approval.

Faculty member 3: Questioned if existing committees need to approval every year since they change annually.

Faculty member 6: Expressed that existing standing committees would be grandfathered.

Motion passed. 18 (Y) 3 (N) 2(A)

VI. Discussion and Vote: Faculty meeting agendas (Atkins; Appendix 2b)

Paul outlines how something would get on the agenda: Chair would send out a call for agenda items 2 weeks before meeting; any request received within one week would automatically be added to the agenda. At meeting we would figure out what agenda will be, could vote to table items. This way agenda items can't be shut down by chair, gives faculty power to set agenda.

Chair's perspective: Expresses that it is the obligation of chair that anything faculty wishes to discuss is discussed. Has endeavored to put everything on agenda, but when there isn't time to cover everything in one meeting, agenda items are prioritized and some are pushed back. Concerned that if this motion passes, first 25 minutes of each meeting will be used to set agenda and a need for a second meeting will arise.

Faculty member 1: Points out executive committee vets agenda and as such chair is not acting solo.

Faculty member 2: Suggests solution of sending out by email all items which were proposed, so everyone knows what has been proposed and can see whether and where it is included.

Faculty member 3: States that even without this motion, anyone can object to agenda at beginning of meeting. This potential is already in rules of order. Thinks it's good to have full list of agenda items with chair forecasting how much is likely to be covered.

Faculty member 4: Expresses appreciation for points, which will be helpful for by-laws. Heard executive committee is a check on chair but this doesn't prevent chair from being the decider. Thinks faculty rights are important as is right of faculty to speak.

Faculty member 5: Points out that if we look at this meeting as an example, we'll spend 20 minutes of each faculty meeting debating what we'll talk about instead of talking. Concerned about equity. Who speaks at meetings is already fraught. Not concerned with faculty rights, not a good word to use. We have rights, this is a workplace. Finally, administrative burden is very high already in department and time is limited. Discussing everything under the sun is fine but we won't be able to do it.

Chair: Draws attention to time but doesn't want to cut off debate.

Faculty member 6: States positive or negative statements heard in a discussion at a meeting don't reflect consensus of room. Process—faculty meeting—doesn't mean something is thoroughly discussed. More time is needed for more people to get a chance to participate. Often it is white people who are talkative.

Faculty member 7: States they'd like to be made aware of what issues faculty wish to discuss.

Chair: Asks if anyone objects if we move to a vote.

Faculty member 6: Objects that free and open meeting is not really free and open. Need to think about DEI. Motion that we not vote today.

Discussion:

Faculty member 1: Asks Faculty member 6 if they mean we should put it on agenda for a future meeting.

Faculty member 2: Expresses support for Faculty members 5 and 6's points but as this is the second time this agenda item has been presented to the faculty by postponing, we are further delaying the matter.

Faculty member 6: Withdraws proposal to table this motion until a future meeting.

Motion fails. 4 (Y) 18 (N) 3 (A)

Chair: Thinks Graduate Faculty matter should be voted on and wants Heekyoung to call a vote but given the time believes we should put it off until next meeting. Asks faculty to please carefully read details in appendix 3 and evaluation details about the Hiring Plan, due on December 15.

Faculty member 1: Alerts faculty about South Asian program's plans to propose a Hindi position. The program is working on teaching professor proposal rather than tenure track.

Meeting adjourns:

5:03 pm

Appendix 1

Delegation of Authority

We will vote on two motions. The first is an annual renewal. It was most recently voted on and approved in October 2021. The second is a biennial renewal. It was most recently voted on and approved in October 2021. (I am recommending that we vote on this renewal every year.)

The Faculty Code explicitly permits these delegations of faculty authority. **The justification for these delegations** is that the need to appoint a temporary lecturer or make a competitive counter-offer is often urgent, or takes place over the summer. It is impractical to bring the full faculty together for a vote under these circumstances. The delegation of authority allows the chair to move quickly when need to staff teaching positions or retain faculty members.

A. Annual renewal of authority to recommend certain appointments and renewals

Motion (no changes from the version that was adopted in October 2021):

“The members of the faculty of the Department of Asian Languages and Literature delegate to the department chair the authority to recommend to the dean appointments and renewals of appointments of (1) affiliate faculty; (2) research associates; and (3) part-time lecturers (both annual and quarterly). The chair will consult with appropriate faculty members as necessary or desirable in each individual case.

In the case of spousal or other appointments that present a conflict of interest for the chair, the associate chair will exercise this authority.”

B. Biennial renewal of authority to recommend competitive counteroffers

Motion (no changes from the version that was adopted in October 2021):

“The members of the faculty of the Department of Asian Languages and Literature delegate to the department chair the authority to recommend competitive salary offers to the dean. The chair will consult with appropriate faculty members as necessary or desirable in each individual case.

In the case of spousal or other appointments that present a conflict of interest for the chair, the associate chair will exercise this authority.”

Appendix 2

These two motions were proposed at the June 3 faculty meeting, and were both tabled for consideration at a future meeting.

a. Motion on the formation of departmental *ad-hoc* committees by the Chair

“No standing or *ad hoc* departmental committee shall be created or disbanded without the consent of the faculty, as expressed by a majority vote at a faculty meeting in advance. Blanket permissions may be given to establish *ad hoc* promotion and merit committees.”

b. Motion on faculty meeting agendas

“Agenda items for each faculty meeting shall be solicited by the Chair no later than two weeks before the meeting. Any agenda item proposed by any voting faculty member at least one week before the meeting shall be added to the agenda. At the beginning of the meeting, the agenda shall be approved as written or as amended by a majority of the voting faculty members present.”

Appendix 3

[Graduate School Memo 12:](#)

“It is the responsibility of each graduate program-offering academic unit across all three university of Washington campuses to create a written policy for Graduate Faculty membership and for the doctoral endorsement. This policy and the specific criteria must be articulated to the faculty in the unit.”

“The academic unit is responsible for assessing whether a faculty member meets the following required qualifications for a Graduate Faculty appointment based on the faculty member’s academic background and the nature of scholarship and research in that unit.

- Active involvement in (or, for an initial appointment, qualification for) graduate student teaching, mentoring, and/or research supervision.
- Research-based scholarship as demonstrated by peer-reviewed publications, equivalent creative work, or equivalent teaching-based scholarship, as defined by the academic unit.”

Note: Not every member of an MA or PhD supervisory committee needs to be a member of the Graduate Faculty. This is governed by [Graduate Memo 13](#) and department policy:

“The Chair and at least one-half of the total membership [of a Master’s supervisory committee] must be members of the graduate faculty.”

“The doctoral supervisory committee consists of a minimum of four members, at least three of whom (including one Chair and the GSR) must be members of the Graduate Faculty with an endorsement to chair doctoral committees. A majority of the members must be members of the Graduate Faculty.”

AL&L Procedures for Graduate Faculty Membership

Proposal discussed and collectively revised by graduate faculty members in AL&L on May 20, 2022

Faculty members in the Department of Asian Languages and Literature may be nominated to the Graduate School for general membership in the Graduate Faculty or to membership with doctoral endorsement at any time. These are separate decisions; the former allows a faculty member to participate on a graduate student's committee and/or on graduate certificate program committees and to supervise a student's MA committee, while the latter allows a faculty member to supervise a PhD committee or serve as a Graduate School Representative (GSR) on a PhD committee. Consideration for nomination may be prompted by the individual wishing either status or by any member of the existing Graduate Faculty of the department. Persons may decline to be nominated. For new research professor hires, a vote should be held on the status in conjunction with the hiring decision. All members of the Graduate Faculty with a primary appointment in the department vote on proposed nominations.

To be considered for the Graduate Faculty and to maintain that status, an individual must be, or show that they will be, actively involved in graduate student teaching, mentoring, and/or research supervision; they must also be engaged in on-going research-based scholarship as demonstrated by peer-reviewed publications, equivalent creative work, or equivalent teaching-based scholarship, as defined by the department. In general, the department expects Graduate Faculty members to hold a PhD and to be actively engaged in producing scholarship, but the Graduate Faculty may vote to grant exceptions.

To be considered for the additional doctoral endorsement, a candidate must display recent evidence of the ability to (or, for an initial appointment, qualification to) chair a doctoral supervisory committee, including supervising doctoral research and overseeing the doctoral dissertation or final project/capstone. A nominee must hold a PhD and be actively engaged in producing scholarship in that field or a related field to be considered for the doctoral endorsement.

Graduate faculty members have the option of serving on committees or advising graduate students, but are not required to do so. Graduate faculty members make decisions about advising on a case-by-case basis, considering the content of the student's work, their related expertise, and their workload.

Once either status is granted to a professor holding the title of assistant professor, associate professor, or full professor, it is a "continuing status" that may only be terminated by a vote of the department's graduate faculty. All other faculty, including teaching professors, emeritus/emera professors, affiliate and part-time professors, may only be nominated for five-year renewable terms. Annual votes shall be held for all faculty whose term is expiring in the following year.

A vote to terminate an individual's Graduate Faculty status may be requested annually by another member of the Graduate Faculty, with the decision then made by a vote of the Graduate Faculty as a whole after appropriate discussion. Such a request should be made to the Chair and the GPC on the occasion of the annual evaluation of contingent departmental titles. In addition, a member may resign from the graduate faculty at any time.

Appendix 4

Five-Year Hiring Plan (2023-2028), due to College around December 15

The Hiring Plan we submitted in December 2021, for 2022-2027, was based on this motion passed at our Faculty Meeting of December 10, 2021:

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.

Since that time, we have had three retirements: Nyan-Ping Bi, Bill Boltz, and Prem Pahlajrai. We have also welcomed two new faculty members: Nazry Bahrawi and Ungsan Kim.

We are currently conducting a search for our top priority from the last plan, an assistant teaching professor of Korean language, and for a position granted to us by the College following the announcement of Nyan-Ping's retirement, an assistant teaching professor of Chinese language.

We therefore need to reconsider our priorities in hiring over the next five years, taking into account our present needs and our vision for the future. We may carry over proposals from our earlier hiring plans, and we may also remove or add new ones. The existing proposals are:

- Assistant Professor of ancient Chinese texts
- Assistant Professor of Sinophone literature
- Assistant Professor of Hindi language/literature
- Assistant Professor of South Asian media/culture
- Assistant Professor of Japanese/Korean linguistics

Plan for preparing our five-year hiring plan:

- October meeting: review of last plan and our current disposition; solicit proposals
- November meeting: review proposals from programs or individual faculty
- December meeting: discuss and vote on hiring plan priorities