



Department Faculty Meeting
Friday, November 3, 2023, 3:30pm
Location: Denny 213, remote option on Zoom: <https://washington.zoom.us/j/93851319530>

Agenda

- I. **Call to Order**
- II. **Presentation:** Office of Community Standards and Student Conduct (Jessi Benveniste) *3:30-4:00*
- III. **Vote:** Approval of Minutes (October) (*standing item*; Handel) *4:00-4:05*
- IV. **Discussion:** Five-year hiring plan (Handel) *4:05-4:35*
 - Presentations by program representatives
 - Appendix 1 (list of proposals; see Google Drive for details)
- V. **Announcements** (*standing item*; Handel) *4:35-4:40*
 - Title IX training; graduate students at AAS; library display (Heidi)
- VI. **Updates** (*standing item*; Handel) *4:40-4:45*
 - Summer Sessions budget and instruction
 - Courseload reduction plan and temporary lecturers
 - Search for assistant teaching professor of Hindi (Pauwels)
- VII. **Discussion and Vote:** Department EJI (formerly DEI) statement (Sandjaja) *4:45-5:00*
 - Appendix 2
- VIII. **Discussion and Vote:** Establishing ad-hoc committee on department by-laws (Handel) (*if time*)
 - Appendix 3
- IX. **Adjournment**

Appendix 1: Proposals for 2024-2030 Hiring Plan (submission in December 2023)

Department obligatory request

Assistant Professor of Telugu (to hold the endowed chair in Telugu Studies from Autumn 2025)

Chinese Program request

Assistant Professor of Chinese specializing in Sinophone literature and culture

Southeast Asian Program requests

Year 1 - Assistant Teaching Professor of Vietnamese¹

Year 3 - Assistant Teaching Professor of Khmer²

Year 5 - Assistant Professor of Southeast Asian visual cultures, digital cultures, media studies, sound studies, religious studies, film or literature (focusing on Mainland Southeast encompassing the nations of Cambodia, Thailand, Laos, Burma and Vietnam)

Further documentation is available on Google Drive [here](#).¹

- The two program proposals
- The endowment agreement for the chair in Telugu
- The College's guidelines and criteria for position proposals
- A folder containing our five-year hiring plans for the last three years

Additional Information

¹Because of growing demand for Modern Vietnamese language courses, the College of Arts and Sciences approved AL&L's request for a full-time teaching professor of Vietnamese beginning in the 2020-2021 academic year. The colleague we hired, Yen Kim Nguyen, resigned at the end of her three-year term in June 2023. The Program's requested position can be considered a replacement. The College has granted "bridge" funding this year to hire a temporary full-time lecturer in Vietnamese language, and I expect they will continue to provide this funding in 2024-2025. Autumn 2025 is the earliest possible start date for a permanent teaching professor.

²The current Khmer instructor is funded entirely through a Title VI grant under the Center for Southeast Asia and its Diaspora (CSEAD), housed in the Jackson School of International Studies. Khmer language instruction is transitioning into AL&L this year and should be fully housed here starting Autumn 2024. The instructor's salary will continue to be paid for by CSEAD through Spring 2026. As long as CSEAD continues to be awarded a Title VI grant every four years, and continues to request and receive funding for a Khmer instructor, we can offer the language with a full-time lecturer paid for by CSEAD. However, for long-term stability, an assistant teaching professor would be preferable. When it is time for CSEAD to apply for the next Title VI grant, AL&L could work with CSEAD and the College of Arts & Sciences on an agreement to have Title VI money seed a position that could later be picked up by the College.

¹ <https://drive.google.com/drive/folders/1rLIZF57C8aE6oPURsnoP7ZHZgZGVYYqN?usp=sharing>

Appendix 2: Department EJI Statement

EJI Statement Draft **Department of Asian Languages and Literature**

The Department of Asian Languages and Literature's core academic mission, to deepen and spread understanding of the languages and cultures of Asia, is directly related to the goal of an expanded worldview that does not privilege any select group of individuals over others. Such a commitment on its own, however, does not guarantee a commitment to Equity, Justice, and Inclusion (EJI). The history of our academic field is marked by problematic approaches to the study of Asia (see the critique of "[Orientalism](#)"). Similarly, the local history of Seattle, which includes [redlining](#), the [internment of Japanese Americans](#) during World War II, and [on-going hate crimes against Asians](#) shows that much remains to be done. We believe that our department can and should play a role in this work.

The department's faculty, therefore, commits to the inherent value of Equity, Justice, and Inclusion as defined by the University of Washington's [College of Arts and Sciences](#) and to the larger project implied by a commitment to EJI: to spread awareness of, and to work to overcome, the unjust structures in society that perpetuate privilege, exclude underrepresented communities, and reproduce discriminatory practices. You can also read more about the College's [Vision and Action Plan](#) for Equity, Justice, and Inclusion.

Concretely, our department is committed to:

1. Working to make students, staff, and faculty from all backgrounds feel welcome and supported in our department;
2. Increasing the diversity of our student body, faculty, and staff;
3. Expanding accessibility of our course offerings and course content (for example, through [DOIT](#));
4. Circulating information about University EJI-related resources;
5. Increasing EJI-related content in our courses, lectures, workshops, and other scholarly and instructional activities.

In relation to item 5 above, the following departmental course offerings fulfill the university's [diversity general education requirement](#) (DIV):

(This is a placeholder for EJI-themed courses offered by faculty members)

Appendix 3: Ad-hoc Committee on Department Bylaws

References

- Bylaws are a *set of rules adopted by an organization that govern its administrative structure and regulate its affairs*. These rules operate within the framework of Faculty Code and University and College regulations.
- Current AL&L policies (mistakenly called “bylaws”): <https://asian.washington.edu/bylaws-and-department-policies>
- Sample bylaws at UW departments
 - [Slavic](#)
 - [Mathematics](#)
- Random sample bylaws at some other institutions of higher learning:
 - [Florida State University](#): contains a link to a Template for department bylaws
 - [Loyola University of Chicago Department of English](#)
 - [Massachusetts Society of Professors](#)

Background

The Department has a set of policies that have been approved by the faculty over decades that govern some of our procedures. These policies are not comprehensive, are not well structured, and in some cases are out of date or inconsistent with our practice. Many aspects of our departmental organization and governance are not explicitly defined, which can lead to uncertainty about duties, responsibilities, and roles of individuals and committees.

Justification

Department bylaws, approved by the faculty, would streamline our processes, eliminate sources of dispute among faculty, and ensure consistency regardless of who is serving in leadership roles in the department.

Charge

The committee will first survey bylaws at other institutions, with particular attention to UW departments. They will create an outline of department bylaws, and contact individual faculty or committees for appropriate content to slot into different sections. They would bring questions or concerns to faculty on a rolling basis, through regular updates at faculty meetings. A draft should be completed by May if possible.

Membership

The committee will have at least three members, all of whom have experience with department governance and department processes. Tenure-line and instructional-line faculty will be represented, and at least two department programs will be represented.