

**Faculty Council on Tri-Campus Policy
2019-2020 Annual Report
Submitted by chair Lauren Montgomery**

Summary:

During the 2019-2020 academic year, the Faculty Council on Tri-Campus Policy met six times in regular meetings, conducting its routine business of relevance to all three UW campuses (UW Seattle, UW Tacoma, UW Bothell). Details of these actions can be found in the meeting minutes, which are located on the council's page on the UW Faculty Senate website. In addition to the routine business outlined above, the following non-routine business was conducted.

Major topics the council worked to address and/or completed during the year include:

❖ **Tri-Campus Administrative Structure Evaluation**

In our **October** meeting we identified six areas of focus for evaluation of tri-campus structure:

- 1) Administrative Structure: Campus/Schools, Chancellors/Deans/Provost
- 2) Academic HR and EFC's - promotion, tenure, and merit
- 3) Major Services: Registration/Student Management, Enrollment, Financial Aid
- 4) Legislative Affairs - work with state government in Olympia
- 5) Academic/ Curricular Planning and Coordination
- 6) Financial Relationship

In **November and January**, we held conversations on administrative structure and in January arrived at some preliminary recommendations that were sent via email on January 30th to the President, Provost & Chancellors, with request for feedback.

Preliminary recommendations for administrative structure:

(a) Remove Chancellors from the Board of Deans and Chancellors (BoDC) and add the Chairs of the Board of Deans (or another dean representative) from Bothell and Tacoma. If travel proves prohibitive, the representatives from Bothell and Tacoma on BoDC can utilize Zoom and other high-quality online options to participate in these biweekly meetings. Note that this does not increase the size of the BoDC.

(b) Create an upper administrative group that comprises the President, Provost, Chancellors, and Vice Chancellors for Academic Affairs that meets regularly (perhaps quarterly).

After these recommendations were sent a concern was raised about the short term-length of the chairs of the boards of deans at Bothell (1 year) and Tacoma (2 years). This rapid turnover may result in a lack of continuity of campus representation on the BoDC.

Then, in late **March**, because of the Covid-19 pandemic, the Bothell and Tacoma VCAA's were invited to attend the Seattle BoDC meetings. They both found the meetings highly instructive and useful, as did the faculty and deans on their campuses, and would like to continue to be included in those meetings. However, they are not currently sure of their formal role on BoDC nor its duration and are requesting clarification on this as we move forward. They have noted that not all of the agenda items are relevant to tri-campus interests, and it was suggested that perhaps subgroups meet for certain agendas, or some other configuration such as ordering the agenda to designate time for Seattle-campus business to support efficient but effective meetings.

❖ **Promotion & Tenure**

In **February** and **April**, we addressed academic P&T across the three campuses and identified issues of timing, labor, process, and the nature of P&T reviews (substantive or procedural) on the three campuses.

In terms of the timing of reviews, Bothell and Tacoma are similar and both are distinct from Seattle. However, Bothell differs from Tacoma in the role the deans play in the reviews, and in the degree to which labor equity issues are identified and addressed as a result. Here is a brief outline of these differences in how PT committees function:

a. **Bothell**: School PT Committee – Dean – Campus PT – Chancellor – Provost
Deans present cases to campus PT committee, CCPT functions as oversight on labor equity issues and circles back with Deans to improve equity across campus.

b. **Tacoma**: School PT committee – Dean – Campus PT – Chancellor – Provost
(Deans send letters to campus PT)

c. **Seattle**: Department/School PT committee – Dean – Provost
New process being created for non-departmentalized schools.

In our **May** meeting we continued the academic P&T conversation and concluded that:

- Bothell is largely happy with their process but wish to adapt the Faculty Code to be consistent with Executive Orders in terms of the relationship of the campuses and their schools.

- The code changes needed center around the role of Chancellors. Currently the code language (Chancellors function as deans) is different from the Executive Order (once schools formed then deans function as deans), and these need to be brought into alignment. This would resolve a number of other issues arising from this discrepancy.
- Tacoma may want to change their process and will undergo a full review of their P&T process as part of their Faculty Assembly work in 2020-2021.
- While the final decision authority lies with the Provost on academic P&T, all three campuses would like to have more clarity on the considerations taken in the decision-making process on P&T cases at that level.

Council membership 2019-20 academic year

Faculty Code Section 21-61 A: Lauren Montgomery (Chair), Cinnamon Hillyard, Antony Smith, Lawrence Goldman, Joseph Tennis, Wes Lloyd, Keith Nitta, Robin Angotti, Sarah Hampson, JoAnn Taricani

Faculty Code Section 21-61 B: Suzan Parker, Sam Akeyo, Annette Anderson, Janet Primomo

Presidential Designees: Sharon Jones, Patricia Moy, Jill Purdy