

JSIS FACULTY MEETING Minutes

April 13, 2021

9:30 – 11:00am

Meeting attendees: Mika Ahuvia, Marie Anchordoguy, David Bachman, Denis Basic, Jeff Begin, Daniel Bessner, Jessica Beyer, Sara Curran, Rebakah Daro Minarchek, Madeleine Dong, Leela Fernandes, Vanessa Freije, Kathie Friedman, Christoph Giebel, Angelina Godoy, Yong Chool Ha, Liora Halperin, Danny Hoffman, Alexander Hollmann, Chris Jones, Hajin Jun, Sunila Kale, Nektaria Klapaki, Sabine Lang, James Lin, Sarah Lohmann, Rick Lorenz, Celia Lowe, Tony Lucero, Phil Lyon, Mark Metzler, Stephen Meyers, Scott Montgomery, Matthew Mosca, Devin Naar, Christian Novetzke, Robert Pekkanen, Saadia Pekkanen, Noam Pianko, Deborah Porter, Scott Radnitz, Cabeiri Robinson, Sasha Senderovich, Clark Sorensen, Kevin Swantek, Niko Switek, Jonathan Warren, Jim Wellman, Michael Williams, Nathalie Williams, Shelly Wolf, Anand Yang, Glenny Young

Meeting Agenda

1. Merit Raises and FAR
2. COVID and Post-COVID matters:
 - (a) Documenting COVID effects on faculty
 - (b) Post-COVID teaching next year
 - (c) Post-COVID (socially distanced) meetings - retreat and faculty meetings- next year
3. Preliminary discussion: what is the purpose of graduate work in International Studies and what are the goals of center, program, and school degrees?
4. Additional matters as needed and time permitting.

Leela Fernandes opened the meeting with following announcements - The financial status of the Jackson School looks hopeful to be solvent by Fall, and we will continue working with Programs & Centers to address issues of accounting practices that impacted them. Leela will be rolling a financial strategy to set up an equity and operations fund that will address inequities between Programs & Centers. The report on graduate reforms has been circulated. Mika Ahuvia made the announcement about an online retirement celebration for Michael Williams and asked for planning volunteers for help.

Leela began the meeting with the 1st agenda point about Merit Raises and the FAR. There is no new information on what the University will do with merit raises at this point. Because merit raises were brought up at Faculty Council this is the opportunity to raise questions or comments on the issue.

Christoph Giebel provided some historical context around merit review and the practice of completing the FAR. The UW and faculty had a non-contractual agreement around the completion of the FAR and an annual 2% raise in salary. The university has not kept up with the 2% annual raise, but faculty are still expected to complete a FAR each year. Multiple faculty expressed concerns about this issue.

Robert Pekkanen introduced a proposal to make all faculty “high-merit”. Sabine Lang seconded the proposal, and Tony Lucero confirmed the 2nd. An electronic voting link was sent to faculty to vote on the proposal.

FACULTY WERE ASSIGNED TO 10 BREAKOUT GROUPS FOR APPROXIMATELY 20 MINUTES TO DISCUSS COVID AND POST-COVID RELATED MATTERS

On the faculty's return to main meeting, Tony Lucero facilitated the discussion and each provided a summation of issues discussed around COVID and post-COVID matters.

GROUP 1) Sasha Senderovich communicated that the group discussion was focused on administration cost cutting measures, and outsourcing delivery of classes to Zoom. There were questions around intellectual ownership, surveillance, and China's detention of students from online classes.

GROUP 2) Vanessa Freije communicated group discussion on the faculty retreat and strong preference for an online faculty retreat. The group also reported preference for online faculty meetings in the Fall, quarter. Questions were raised about student vaccinations

GROUP 3) David Bachman reported group discussion on issues of vaccination requirements and privacy. They discussed hybrid approaches to teaching, and the technical difficulty of a hybrid approach. They also raised questions about whether international students could return to US for in-person learning.

GROUP 4) Stephen Meyers communicated that the group discussion focused on the value of hybrid teaching with respect to student access, and specifically students with disabilities. The Student Disability Commission has been advocating for recorded instruction for students with chronic conditions, so that they don't miss instruction if they are forced to miss class.

GROUP 5) Sabine Lang communicated that the group discussion focused on the need for information on what Fall instruction will look like. The group also discussed legality of university enforced required vaccination.

GROUP 6) Sunila Kale communicated that the group discussion focused on vaccination protection/duration/mutations and discussions of varying individual comfort levels with returning to in-person instruction. The group also discussed keeping 1 online class ready to go each quarter, just in case. They discussed the potential for collaborative teaching.

GROUP 7) Angelina Godoy communicated that the group discussion was focused on support for online meetings. They also discussed the value of teaching online as a way for allowing for students and faculty to participate from abroad.

GROUP 8) communicated that the group discussion focused on allowing meetings to stay online or providing for hybrid participation. Presuming instruction is primarily in-person, the group discussed the question of how to retain the good parts of online instruction.

GROUP 9) Clark Sorensen communicated that the group discussion focused on meetings staying online as much as possible. The group expressed that faculty should be able to choose between online & in-person instruction.

Comments from the group discussions were summarized on a google doc. It was announced that the feedback would be discussed by the Curriculum Committee and used to help create guidelines around instruction for the Fall quarter.

Due to lack of time, the discussion of graduate reforms & the PhD program was postponed to the May faculty meeting.

Leela Fernandes confirmed that the doodle link to vote on the question of making all faculty high merit was distributed to voting faculty by email from Kevin Swantek. The vote tally is reported below.

The 'Proposal to declare all JSIS faculty high merit' was voted on by 31 participants

- 29 Agree

- 2 Disagree