

JSIS FACULTY MEETING Minutes

January 10, 2023

9:30 – 11:00am, THO 317

Meeting attendees (**All Faculty**): Danya Al-Saleh, David Bachman, Patrick Christie, Sara Curran, Rebakah Daro Minarchek, Madeleine Dong, Christoph Giebel, Danny Hoffman, Chris Jones, Hajin Jun, Nektaria Klapaki, Sabine Lang, Bill Lavelly, James Lin, Sarah Lohmann, Celia Lowe, Tony Lucero, Mark Metzler, Stephen Meyers, Matthew Mosca, Robert Pekkanen, Saadia Pekkanen, Chiara Pierobon, Kevin Swantek, Jonathan Warren, James Wellman, Nathalie Williams, Anand Yang, Glennys Young

Meeting Agenda

1. Announcements:
 - Cybersecurity Search
 - Faculty Research Group
 - Endowment Letters
 - Pause quarter policy
 - Army War College Speakers in Spring.
 - Director's Search
2. Brief Discussion of Strategic Planning
3. Unit Adjustment Process & JSIS Salary / Compression Data
4. JSIS-Specific Tenure & Promotion Guidelines

Interim Director Danny Hoffman starts meeting with announcements. Candidates, Jessica Beyer and Sarah Lohmann, of the Cybersecurity Assistant Teaching Professor search will be interviewing on Friday, January 20 and Friday, January 27. Both Danny and Sara Curran reminded faculty of the importance faculty participation is for this search. Danny announced Hajin Jun as the next presenter at the Faculty Research Group lunch on Feb. 23 from 12:30 – 1:30 in THO 317 (Lunch provided). Danny gave a quick reminder that faculty with endowment support should complete a stewardship letters / reports by the Jan. 17 deadline. Danny reminded faculty that requests for a “pause quarter” (quarters with no teaching due to faculty “stacking” their full load 2-2) can only be done with the dean’s permission and with justification. Links to the form to make these request are on the Intranet site. Danny informed faculty about travelling American War College fellows that will be on campus on April 24 & 25 to speak to the JSIS community, and asked faculty to consider thinking about other ways the fellows can be engaged while on campus those two days. Lastly, Danny gave a short update on the status of JSIS Director’s search. The dean’s office is delaying all leadership search processes until later in the year so they can be run at the same time. Andrea Woody should be sending an update before the end of this week.

After announcements, Danny introduced the next steps and opened discussion around strategic planning. Danny suggested that before forming a committee for strategic planning that the survey provided to programs and centers by Celia Lowe be expanded to gather more feed back across the Jackson School. Danny then proposed that over the next few quarters that JSIS set

up events/talks with other leaders in International Studies and Global Studies in American & global universities about the future of International Studies. These would be designed to address both visions for the future of the field and also university structures that might best suit that vision. Faculty indicated general interest. Danny asked faculty to send him names and/or CVs of people they might recommend.

Next Danny introduced the discussion about the unit adjustment process and JSIS salary, with compression data PowerPoint slides. Danny reiterated that the College of Arts & Sciences allocated funds for unit adjustments for the next 3 years. According to CoAS, the unit adjustments are meant to address salary compression. Danny indicated that the Jackson School focus on the salary compression will be based on the data analysis provided by Nathalie Williams. Danny will submit faculty names to the Dean's Office for salary adjustment with data driven rationales. The Dean's Office will work with that list to determine which individuals may have their salaries adjusted this round, and any salary adjustment amounts. For those faculty with joint appointments, Danny will work department Chairs.

In discussion, Faculty expressed issues about the data that was used to determine JSIS faculty salary adjustments. Some thought that there was data that wasn't available that would be more useful, such as the discipline in which a faculty member was trained, rather than whether they were cross appointed with another department. It was also pointed out that these salary adjustments don't address the route of the problem caused by systemic biases. A faculty member commented that the 'loyalty penalty' under which every additional year of service at the University of Washington corresponds to roughly an additional \$1000/year of compression was especially unfortunate. As an attempt to mitigate this and out of both equity concerns and an attempt to structure favorable incentives for long-term service at UW, a recommendation was made to consider a small per-year adjustment as a partial remedy. A second faculty member concurred.

Danny ended the discussion on salary compression by letting faculty know that these names need to be submitted to the Dean's Office by the end of the month, and that he would work with CAO, Shelly Wolf on the final list of names, as well as reviewing the list with JSIS Associate Directors David Bachman and Noam Pianko.

Lastly, Danny brought up the topic of promotion and tenure guidelines. The last vote by faculty adopting promotion and tenure guidelines was in March 2021. That March, Faculty voted 29 to 1 in favor of approving the proposed guidelines provided by former JSIS Director, Leela Fernandes. There seems to be some confusion as to what happened after that, with some indication that a draft version had been rejected by the previous dean. Danny asked if there was general agreement to ask Andrea to review these guidelines in their current form. Formally approving and adopting them would require a full faculty vote incorporating any suggestions Andrea might have.

The meeting was concluded.