

Jackson School of International Studies
Faculty Meeting
May 9, 2023
317 Thomson Hall

MINUTES

Present: Marie Anchordoguy, David Bachman, Sara Curran, Rebakah Daro Minarchek, Christoph Giebel, Angelina Godoy, Liora Halperin, Judith Henchey, Danny Hoffman, Alexander Hollmann, Chris Jones, Hajin Jun, Nektaria Klapaki, Sabine Lang, James Lin, Sarah Lohmann, Tony Lucero, Stephen Meyers, Saadia Pekkanen, Noam Pianko, Britta Simon, Jonathan Warren, Nathalie Williams, Anand Yang, Clair Yang, Glennys Young

Danny Hoffman opened the meeting at 9:32 am with announcements: a new code for the lock on 317 Thomson; reminders about slower email replies from him while Kevin Swantek is away, Clark Sorensen's retirement party on May 17, JSIS convocation on June 10, the importance of the DEIJA climate survey from Dean Maya Smith, and the continuing stresses on the JSIS business office due to UW Finance Transformation. A lengthy report from US/ED program officer Brian Cwiek who visited the Title VI centers in February has just arrived and is generally positive. Danny also reported: we don't know yet about possible hires for next year (other than JSIS will not get a second cyber security position); the search committee for the chief administrative officer position concluded its work and the process has moved on to the dean's office; and a committee has been formed for the JSIS director search but there has been no communication to committee members and no other news about this search.

There will be a 4% merit allocation for faculty this year, with 3% awarded across the board and 1% to be allocated by units with more autonomy than in previous years. JSIS has already formed a merit committee. (Anand Yang, Resat Kasaba, Celia Lowe, Noam Pianko, Matthew Mosca and Cabeiri Robinson.). In last year's discussion on merit increases, faculty generally agreed that JSIS should commit to addressing salary inequalities. If faculty agree to readopt the 2022 policy, Danny will look at the recommendations from this year's and last year's merit committees, consult with the faculty council, and submit the final decision to Dean Andrea Woody. He provided proposed text to guide this process. The faculty discussed the mathematical models used last year and data showing that the salaries of 5 JSIS faculty are severely compressed, with about 10 more being moderately compressed. It was clarified that the comparisons are just among JSIS faculty. Following these comments, Danny made a motion to adopt his proposed text and David Bachman seconded. An electronic vote will be conducted.

Part of the JSIS effort to increase student engagement involves promoting larger classes (without killing small classes), and one step toward this goal will be lowering the minimum enrollment for hiring a reader/grader from 50 (10th-day enrollment) to 40. For faculty willing to expand their class enrollment to at least 40, JSIS will commit to providing a reader/grader in the first year regardless of enrollment. Comments focused on why the policy does not allow

faculty with research budgets to use those funds to hire reader/graders and if this might be changed, excluding ACCESS students from the count of enrolled students for this purpose, whether the amount of compensation can be increased, and the need for a list of students interested in and eligible for serving as reader/grader. Danny pointed out that this change is just lowering the threshold and clarifying parts of the process, and it's not a voting issue.

The JSIS curriculum committee proposed rules and norms to be voted on in June. Danny and committee members explained key points, including the number of class hours, whether students outside the Global and Regional Studies major may take Task Force, and the strategy to limit the number of JSIS 495 and JSIS 498 courses in order to develop new courses to fill out the middle levels of the curriculum. Danny thanked everyone for the feedback and the committee will continue to work on its proposal.

The final point of discussion was on tenure and promotion guidelines. Should JSIS adopt the guidelines of the College of Arts and Sciences or write its own? Andrea Woody suggested more language on how the quality of work is quantified. Danny prefers not to codify this aspect and to evaluate those up for promotion by the norms of their discipline or by interdisciplinary expectations. Faculty suggested expanding rather than limiting the possible paths to promotion and making sure the annual review with the director of JSIS includes a conversation about norms in a particular field and results in an individualized plan developed over time. Danny said the goal is to finalize these guidelines by autumn quarter, and he will present a draft for consideration at the June faculty meeting.

The meeting was adjourned at 10:54 am.