

Department Faculty Meeting

November 17, 2020

Noon - 1:20 Remote: <https://washington.zoom.us/j/99037144551>

Agenda items

12:00-12:10	Check in	Campbell
12:10-12:15	Approve 10/20/20 meeting minutes	Campbell
12:15-12:30	MUP Program updates	Berney
12:30-1:00	College Strategic Plan feedback	Campbell
1:00-1:20	Good of the Order	Campbell

Present: Christopher Campbell, Larissa Maziak, Himanshu Grover, Bob Mugerauer, Wendy Freitag, Manish Chalana, Megan Herzog, David Blum, Dan Abramson, Jess Zimbabwe, Keith Harris, Marty Curry, Rachel Berney, Diana Siembor, Mark Purcell, Qing Shen, Sofia Dermisi, Branden Born, Christine Bae

Check in:

Overall, things going pretty well

How are people managing Slack without checking in all the time? One person and his TA do check in on the Slack channel every couple of hours but aren't necessarily responding. Most of the time the students are answering their own answers...on average there are about 10-20 comments a day but they are only responding to about 1 or 2

Finding that for break out rooms. small groups are better than large groups

Some students in general are more motivated which makes it a bit unfair if they are matched with students who are not engaged

IN CEP...small groups went from being randomized to set groups based on project topics

Most people have found from week 5-7 there was a bit of a drop off in engaged participation

In Dans class, finding some of the undergrad or non-Seattle based students are not performing as well...

PhD course is going well

MIPM students are fully engaged

Class seems a bit more politicized this year..

Monthly MUP Check in:

How are we handling teams? Teamwork is harder via zoom and takes more time to coordinate.

Consider having separating grads and undergrads. Students not in Seattle are feeling disengaged. Try to get a balance of people who know Seattle and who don't

They'd like more break out time ..Try using Miro and Padlet

<https://miro.com/app/dashboard/>

<https://padlet.com/>

Larger teams sizes are tough...try to have smaller groups..

Some students are looking for clearer expectations...

Students are also looking for more feedback and earlier...

Students are missing the opportunity to connect informally...

We need to keep pushing students to reach out..

International Students

Some are struggling ..especially ones in different time zones...they are having a particularly rough time

Students are struggling that maybe live with multiple roommates...who work..

Winter quarter admissions:

7 applicants

3 were offered admission

1 accepted thus far

EDI Survey Please take a minute to fill this out

Meeting Minutes: Oct 20

Move

Approve

7 Yes

1 abstain

0 no

College Strategic Plan feedback

Please contribute to the strategic plan

Although the plan has been going on for the last two years..a lot has happened during this time

Why are champions listed ?

Action Map links take you to this list of things you can order etc but don't really reflect a hierarchy or priority

Functional groups...committees...everyone should be looking at this through their lens ..this process is not laid out..

There needs to be work on the plan over all..there are a lot of issues especially around issues of race and EDI

If you have an issue use the survey

Deadline of Dec 1..felt like there hasn't been flexibility around this...

The schedule of the plan hasn't been reflective of what we have been asked to do

From the IDI lens, we are in the minimization stage...so the dean is being careful not to move people to fast...

If the whole department can echo what some are saying about the lack of EDI in the plan...it may be a stronger message..

Climate actions seems to be taking the center stage...not focusing on BIPOC

If we have a statement of value in a crisis...we should list out what are the main crisis items?
Not sure if we should call it a strategic plan...

Is there anything that we like?

Feels fragmented is there a way to knit things together?

To what extent can it be amended is it a true living document?
Please submit your comments...

Additional information

Strategic Plan Feedback links:

<https://docs.google.com/forms/d/e/1FAIpQLSfqrZQPxyd65hwoCFKW95Vwsuj8woJHyL62L4oNbGd5YbHpKg/viewform>

Below is what the SJE submitted to the dean in response to the strategic plan:

Dear Dean Cheng and the Strategic Plan Writing Team,

The Social Justice and Equity Task Group has reviewed the latest Strategic Plan (Draft 3) and would like to provide further feedback as the document gets finalized. In addition to the general input we are providing here, we offer some line edits to the draft document itself. We recognize that the writing team is not seeking line edits to the Strategic Plan at this time, but insofar as the language used might inadvertently mischaracterize the ideas and intentions the Social Justice & Equity Task group, we are offering alternative language where necessary to reflect more accurately the goals and vision this task group put forward.

The language currently used throughout the Plan does not fully acknowledge the magnitude and impact of racism in our society. The language should be stronger and call out institutional/structural racism especially in light of the current context of racial reckoning. Language has power; and we should refrain from using language that masks or dilutes issues that plague our society, particularly those that the college and professions may have furthered through inaction or racist actions. We must recognize that we have not yet achieved our goals around equity and inclusion, not only in CBE but societally--it is important for us to acknowledge that we do not yet exist in a society that is socially just and equitable, and only in this way we can move forward. The effort to emphasize real CBE strengths must not diminish the real work that lies before us. Good leadership in SJE must recognize this reality in order to find a way beyond it.

We also find that the current version of the plan is missing some important items around SJE specifically:

Sustained effort to secure funding to recruit, hire and retain more BIPOC faculty at all ranks. The conversation on SJE needs to forefront black and indigenous faculty, staff and students who are currently greatly underrepresented in our college.

Inclusion and equity issues around part-time and adjunct faculty should be addressed. We should consult ongoing efforts in other departments and universities to see how the part-time and affiliate faculty members are better integrated and fairly treated in the departments. Related to this point would be a recognition of community-based practical courses in the new curriculum design, which are currently marginalized, and which limit the diversity of practitioners/instructors engaged with CBE.

We recognize that funding for specific themes/efforts are not the focus of the plan; nevertheless, some discussion on funding for SJE efforts specifically in the college would demonstrate commitment and urgency of this work, and would signal that lack of funding would not be used as a proxy for inaction.

The Plan should clarify that all types of research in the college are valued and supported, beyond those related to climate action, even as climate action is prioritized in this round.

The roles and responsibilities of the champions should be clarified in the Plan, particularly in terms of how they will collaborate with the teams to ensure equitable participation and meaningful contributions towards determining agendas.

Assessment and implementation ought to be more clearly addressed in the plan; how often are we revisiting the plan to assess the themes and strategies? Is it update-able? How is feedback during this duration collected and addressed? How do we measure success?

We seek these changes so that our commitment to SJE is a call to action on genuine change. You can find our line comments on the document in Google Docs: https://docs.google.com/document/d/1gsRI35UMfRzXcbpwtZ92BkvTXwg0-8M9_UFEeOnevrk/edit?usp=sharing.

We would like to schedule a meeting with you to discuss this more after you have had a chance to look through our comments. In the meanwhile, if you have any questions or clarifications don't hesitate to contact us. Thanks again for your efforts with furthering SJE in CBE - we remain grateful.

Sincerely,

Manish Chalana

Donald King

Lynne C. Manzo