MINUTES
Woodring Faculty Affairs Council
February 9, 2018, 10:00 am - 1:00 pm
Miller Hall 158

Committee: Leanne Robinson (Chair), John Korosmo (Chair Elect), Trula Nicholas, Kristen French, Matthew Miller, Vero Velez, Tracey Pyscher
Regrets: Keith Hyatt, Horacio Walker
Support: Cheryl Mathison

DISCUSSION ITEMS

1. Approve minutes – 1/26/2018
   Motion: Matt Miller
   2nd: Trula Nicholas
   Abstain: Kristen French
   Carried with amendments

2. Matt’s “soft” UEP recommendation:
   • The members of FAC recommend that each of the departments in the Woodring College of Education institute an annual process to review and revise their Unit and Evaluation Plan (UEP). Completing this review on an annual basis, preferably soon after the faculty reviews each year, will enable better alignments to the UFWW Collective Bargaining Agreement. An annual UEP review will also provide an important opportunity to incorporate the perspectives of faculty who have recently undergone faculty review and faculty who completed the reviews.
   • The aim for this recommendation is to open conversations in departments around the complexities of measures in the T&P processes.
   • After departments update and vote on their UEPs, it comes to FAC for review and feedback.
   • Tracey will write an introduction to the recommendation.

3. Strategic Plan Update
   • The four original focus groups are complete and the timeline continues to be on schedule.
   • When the first draft is presented internal and external feedback will be solicited.
   • FAC members are tasked with getting short lists (less than 10) of external stakeholders for feedback.
   • The email from stakeholders will come from the individuals suggested them for the survey.
   • SWEA will be one avenue of student feedback. HSP has a student group that will be another. Other departments will solicit feedback from students in a uniform process and provide to SP committee.

4. Article Discussion, revisiting the role of FAC, plan for Active Participation and Intentionality with Service work, thoughts on faculty stress – Is there any role for FAC?
   • Discussion of the article, “Viewing Faculty Governance within a Social Just Framework: Struggles and Possibilities for Democratic Decision-Making in Higher Education” incorporated each of the above in a trusting and authentic space. Below are some statements and themes from the discussion:
     o Reframing of the statement “justice oriented” to “justice producing” to make it an active process that puts the intent into action.
     o There is a need to think intentionally and look at ourselves as a college in order to be a justice producing organization.

TO DO LIST

| Invite RSP to a future WFAC meeting to discuss grant writing and funding possibilities: LeAnne will invite Tracey Finch to meeting. |
| Make a plan for university committee representatives to report back to WCE through FAC. |

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o WCE is a complex, autonomous culture. What does it mean for us to come together? What does this look like?

o Shared governance is in the CBA and Woodring FAC is a conduit for bringing shared governance to practice in WCE.

o Things are changing and moving across campus, we need to be part of those conversations.

o There is a need to create support for junior faculty as future leaders so FAC can continue to be a strong body of support in an atmosphere of safety for WCE.

o There is room for us to be involved in structural changes in this institution.

o What we do now impacts those who come next.

o Consensus takes a long time.

o Realize the true power and capacity of what we already have.

o Inquire from colleagues what they want from FAC.

o How can we change the college/university climate from a grassroots place?

o We enter this space with different lenses and work from our dominant orientation. It is easy to feel marginalized when others are not using the lenses we do.