Minutes
Woodring Faculty Affairs Council
October 12, 2018, 10:00 am – 12:40 pm
Miller Hall 158

Committee: John Korsmo (Chair), Karen Dade, Kristen French, Keith Hyatt, Trula Nicholas, Tracey Pyscher, Leanne Robinson, Steph Strachan, Horacio Walker

Guest: Shirin Deylami

Support: Misti Williams (for Cheryl Mathison)

Approve May 25, 2018, Minutes:
Motion by Leanne Robinson. Second by Keith Hyatt. Unanimous yes vote. Abstain: Karen Dade and Steph Strachan

DISCUSSION ITEMS

1. Updates from the Dean:
   Six faculty searches will be conducted in 2018-19:
   • 3 for the new Bremerton Early Childhood Education Program
   • 1 for Bellingham Early Childhood
   • 1 for Bellingham Special Education
   • 1 for Bellingham Elementary Education

   WCE has made a commitment to align with the Provost’s Diversity and Inclusion Hiring Initiative for one of these searches. The EO will work with us in various ways to recruit a diverse pool of applicants, as well as to retain the selected candidate.

   The role of FAC in the process for allocation of TT lines was discussed. In the future, the involvement of FAC as a resource to support good decision making is encouraged. There should be a clear look to FAC’s charge as stated in the bylaws as a nod to collective governance.

   Kristen French shared Kent School District’s equity lens procedure/questions as a potential tool for decision making [emailed to members].

2. Vacancies on University/College Committees
   a. UPRC [requires FAC rep] – Kristen French will consider (Leanne as backup)
   b. WAC [requires FAC rep] – Kristen at Nov. 6 meeting; Trula Nicholas for rest of the year
   c. CUE – FAC will solicit a WCE faculty representative
   d. RAC – Sondra Cuban, Hope Corbin, and Brett Coleman were endorsed by the FAC as Woodring representatives.
   e. Woodring Bylaws Revisions Committee – Kristen French and Leanne Robinson
   f. Senate Extended Education Committee – Keith Hyatt
   g. Senate Library Committee

   Last year, FAC drafted a procedure for “Strengthening Shared Governance Through Active Participation on Senate Standing Committees.” Leanne emailed it to members for review.

3. FAC Chair 2019-20

TO DO LIST

- Invite RSP to a future WFAC meeting to discuss grant writing and funding possibilities: John will invite Tracey Finch to meeting.
- Suggested language for DEP review (Tracey)
- Provide CBA notebooks for new members
- Discuss mentorship with junior faculty
Tracey Pyscher is interested in serving as chair next year, but will not know if eligible until after tenure decisions are made in winter quarter.

Motion by John to move the decision on next year’s FAC Chair to February 2019 after tenure decisions have been made. Amendment by Leanne Robinson to maintain the practice of having the incoming chair mentor with the current chair prior to the February vote.
Seconded by Keith Hyatt
Unanimously approved.

4. **Guest: Shirin Deylami, Director, Faculty Mentoring Initiative**

The Faculty Mentoring Initiative is a two-year pilot project that matches first and second year faculty with faculty mentors. Discussion included:

- Compensation for mentors—help university understand the value of faculty retention (cost of mentor compensation vs repeated hiring processes)
- Process for selecting/vetting mentors
- Recognition of informal faculty support groups already in existence
- Ways to incorporate community resources in supporting new faculty
- Identify how mentoring fits into university service; encourage defining mentorships as high-level service within evaluation plans.

Email Shirin.Deylami@wwu.edu if you are interested in serving as a mentor or further discussion.

5. **Developing an Approach for Enacting the Strategic Plan**

Priority 1 of the Strategic Plan, “Justice-Oriented, Diversity Practices,” is a starting point and a good focus for FAC’s approach toward enactment. Roles FAC can play include:

- Provide the College with optional strategies (framework, tools, models, mapping) for enacting this priority and other parts of the Strategic Plan.
- Help departments identify areas in their plans that might need strengthened to meet priority 1
- Provide a wider perspective so that departments can address not only their own needs but fulfill the college-wide intent of the plan
- Provide leadership with item C (curriculum review) under priority 1 by helping departments/programs have a dialogue, using such tools as the Kent Equity Lens.