Faculty Affairs Committee Report 2016-2017

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| **Issue/Topic** | **Response** | **Further Action** | **Ongoing 2017-2018** |
| Infants/Children  In Class | Developed Infants/Children in Class Policy. Policy approved by EC on 2/17/17 for all schools and programs (**see attached policy below**). | None |  |
| Non-Competitive  Faculty Hiring | Developed draft for Proposed Policy on Non-  Competitive Faculty Appointments. | Continue work on proposed policy; committee members present draft to schools and programs, get feedback and present to committee. Make any relevant revisions to proposed policy. | Complete work on Proposed policy on Non-Competitive Faculty Appointments and have Chair present to EC for review and approval prior to end of 2017-2018 academic year. |
| Child Care | D.C. Grant will represent FAC at Seattle campus on the Childcare Advisory Committee. | Find out if Margo is willing to represent FAC since she resides in Seattle. | Continue to have representative on Childcare Advisory Committee. |
| Race/Equity/Inclusion | Searched and reviewed climate surveys utilized by varied universities throughout the country. Climate survey developed by Rankin and Associated was most reliable and valid for UW Tacoma campus. Chair contacted Dr. Susan Rankin and requested that she develop proposal. Proposal presented and discussed with Dr. Melissa Lavitt, EVCAA and EC. Met with Dr. Richard Wilkerson on 4/14/17 and discussed proposal; he withdrew his request for funding to conduct climate survey from Strategic Planning Committee and supports proposal from Rankin & Associates ([see attached proposal - link](https://catalyst.uw.edu/workspace/file/download/79460ea3ddbf8287d2e7d9632a6e7bfbd1a958d86cef6a0c28a80d2ae1e5c01d?inline=1)). | Chair will meet with Chancellor Pagano on 5/31/17 to discuss proposal for campus wide survey for faculty, staff, and students by Rankin and Associates and will discuss proposal via phone with Dr. Deirdre Raynor, Interim Assistant Chancellor for Equity & Inclusion; will meet with Dr. Melissa Lavitt again on 6/5/17 to discuss proposal. | Continue work to get approval including funding to have Rankin & Associates to conduct campus specific survey for faculty, staff, and students. |

Marian Harris, Chair, 2015-2018, Social Work & Criminal Justice

Greg Benner, 2015-2018, Education

Margo Bergman, 2015-2018, Business

D.C. Grant, 2016-2019, Institute of Technology

Sarah Hampson, 2016-2019, SIAS

Susan Johnson, 2015-2018, Nursing & HCL

Jim Thatcher, 2016-2019, Urban Studies

**Infants/Children in Class Policy**

Approved by the Executive Council on 2/17/17

If you find yourself in a situation where you have no choice but to bring a child or children with you to class, you must seek permission from your course instructor prior to class. If permission is granted, you are responsible for seeing that the child or children are not disruptive to the class and for ensuring that all additional University policies and rules are followed by those that you bring. There are some classes where it may not be safe for an infant, child or children to be present, and in those cases an instructor may restrict an infant, child or children from being present in class.

If you are breastfeeding an infant or expressing milk regularly, you may bring an infant or breast pump to class for this purpose, and do not require permission from the instructor, though it is best practice to discuss it with the instructor beforehand. Or if you prefer to breastfeed or breast pump outside of class, you may take time out of class to use the lactation room (GWP 410). You do not need permission from the instructor to do so, but it is best practice to let your instructor know ahead of time that you will need to leave class for this period of time.