

Department of Earth and Space Sciences
Meeting of the Faculty
Friday, January 11, 2019
JHN 111 ~ 2:30 p.m.

MINUTES

Stephanie Harrington and Kiana Swearingen –

- Discussion regarding the “Prevention of Sexual Harassment and Discrimination” training for all incoming ASE’s
- This training will be starting in 2019 for our graduate students, training date TBD

Call to Order - Meeting of the Faculty in Open Session

Department Chair Ken Creager called the meeting to order at 2:45 pm.

- **Approval of Meeting Minutes**
 - The **December 7, 2018** Faculty Meeting Minutes were circulated and approved.
- **Announcements**
 - The Open House for prospective graduate students will be from February 27th to March 3rd. The departmental dinner will be held on the evening of February 28th.
 - Faculty reviews for Assistant and Associate Professors will begin this term, Michelle Barr will be contacting you to set up the meeting. Please update your CV and personal statement on the Faculty Activity report. Reviews to start the week of January 28th and continue throughout winter term.
 - Each Faculty will need to submit a peer teaching evaluation by the end of spring term, please plan to schedule one in winter or spring and submit them to Michelle Barr.
 - ESS GALA will be held April 3rd, 4th and 5th.
 - The Awards Ceremony is scheduled for May 9th
 - Rankings by the Institute of Higher Education at China’s Shanghai Jiao Tong University place the UW at 14th among the world’s top universities. The National Taiwan University ranked the UW 6th overall (4th nationally) and 2nd in public universities worldwide for the quality and impact of research endeavors. U.S. News ranked UW 10th among world universities in the “Best Global Universities Rankings.”

RESEARCH AWARDS BY SCHOOL AND COLLEGE	
School of Medicine	\$626M
School of Public Health	\$141M
College of Engineering	\$124M
College of the Environment	\$121M
College of Arts and Sciences	\$ 98M
 - Earthlab RFP is out, have \$175K available open until Jan 30; broad fields of research, encourage transdisciplinary projects
 - Wash Sea Grant RFP is due out next week, good for funding and community building
 - Labor and Industries (L&I) is considering a salary threshold of 2.0 to 2.5 times minimum wage starting Jan 1, 2020. Post Docs below that salary (~50-70K/yr) would be eligible for overtime. Consider raising their salaries when hiring.
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 - Annual Report from college to Provost is due Feb 1.
 - Assume flat funding from the state for FY20 and FY21
 - Temporary decrease in college-wide tuition revenue of \$750K from FY18-FY19, in part because of retirement of faculty member teaching large class. Additional \$100K from drop in # of majors.
 - Have carryover to cover this in short term.

- Will make this up with new Marine Biology Program and college initiative focused on undergrad learning objectives.
- Consider creative college wide solutions.
- POE: Jointly taught on-line courses could be developed.
- Spending:
 - Faculty salaries will be flat \$17.75M through FY23.
 - Classified and professional staff will decline to cover anticipated increase in benefits for staff and faculty.
 - Self-sustaining programs anticipate cuts and are in deficit already
 - Sponsored Projects: assume 2% cut in FY19 and FY20 and flat after that, though ESS looks very healthy at the moment.
 - 2-4% grad tuition increases per year
 - POE director search interviews 1/18 1:30 and 1/24 9:30
 - Joint hires would be good, e.g. subduction zone initiative ESS/Ocean. Think about college level opportunities.
 - How can we move forward together and support each other.
- **Reports and Business**
 - **Undergraduate Program** (Roe)- Nothing to report
 - **Graduate Program** (Catling) –Nothing to report
- **Standing Committees**
 - **Admissions** (Buick) –
 - The deadline for applications was Jan 5. We received ~150 applications. The number of applications are down but the quality of candidates is higher this year.
 - Committee is starting to pull out exceptional candidates and assigning them to faculty to review.
 - Jan 24th is the deadline for COENV scholarship, we cannot put a candidate up for CoENV award unless: (1) they have been reviewed by at least 3 faculty (2) they have 1st year of funding (3) They have a faculty advisor.
 - The first week of January the invitation to the open house will be sent out
 - Faculty, please think about how many students you would like to take on, how you will fund them, and if we should sponsor them for an award.
 - **Computing** (Walters) –
 - JHN 021 has new larger monitors installed
 - The ECS fee has not been increased since 2003, the committee is proposing a 10% increase over the next five years to make up for inflation after which we should be in maintenance. See the proposed details below:

	Rate set in 2003	+10.0%	+10.0%	+10.0%	+10.0%	+10.0%
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Faculty (F)	\$552	\$607	\$668	\$735	\$808	\$889
Staff (S)	\$312	\$343	\$378	\$415	\$457	\$502
Graduate Student (G)	\$228	\$251	\$276	\$303	\$334	\$367
Undergraduate Student / Guest (U)	\$60	\$66	\$73	\$80	\$88	\$97

NOTES: Inflation rate from 2003-2018 is 37%, meaning we should be at \$756, etc, as of now. Projecting an additional 2.5% inflation for the coming years, we should hit breakeven in 2023-24 which we should be in maintenance mode.						
NOTE: Inflation rate compounding at additional 2.5% annually.	1.37	1.40	1.44	1.48	1.51	1.55
NOTE: Corresponding rates we SHOULD be at, we break even in 2023.	\$756	\$775	\$794	\$814	\$834	\$855
	\$427	\$438	\$449	\$460	\$471	\$483
	\$312	\$320	\$328	\$336	\$344	\$353
	\$82	\$84	\$86	\$88	\$91	\$93

- **Curriculum:** (Schmidt) – Nothing to report
- **Diversity** (Huntington) –
 - With admissions underway, please refer to the emails that Noell sent out about admission she included two documents about holistic review of applications and a study done on GRE scores and how they may not correlate to successful PhD candidates.
 - Micro-aggression video
 - <https://www.youtube.com/watch?v=hDd3bzA7450>
 - Please think about how we can support our students and how we can prevent or intervene when we see micro-aggressions happening.
- **MESSAGE** (Crider) –Nothing to Report
- **Oversight** (Bergantz/Conway) –Nothing to report.
- **Prelim** (Gorman-Lewis/Winglee) – Nothing to report
- **Promotion, Reappointment & Merit** (Steig) –Nothing to report
- **Senate** (TBA) – John Stone has been nominated to be the faculty senate representative.
- **Scholarships, Fellowships, and Awards** (Stone) – Nothing to report.
- **College Council Representation** (Bergantz/Steig) – Nothing to report.

- **Old Business**
 - Nothing to report.

- **New Business**
 - Nothing to report

Minutes by Michelle Barr.

Attendees: Faculty – Brown, Buick, Catling, Collins, Creager, Crider, Duvall, Fudge, Gorman-Lewis, Koutnik, Montgomery, Roe, Stone, Teng, Tobin, Toner, Waddington, Walters, Winebrenner
 Staff, Students, and Guests: Barr, Bernard-Kingsley, Black, Dakins, Harrington, Hoffman, Myers, Oxley, Russell, Scott, Swearingen