

Department of Earth and Space Sciences
Meeting of the Faculty
Friday, March 1, 2019
JHN 111 ~ 2:30 p.m.

MINUTES

ESS Faculty Community Values Discussion– Emma Phan Ombud’s office

Community Values Discussion:

Lead by Emma Phan, Ombud’s office

Discussion started 2:35pm

The goal of this exercise is to find 5 to 7 words that ground the community for possible difficult conversations coming up.

Individual Exercise: One minute of silent reflection on what you want to see out of today.

Thoughts shared by the faculty on the outcome they wanted:

- Leave with a united perspective and vision
- Tools for broader and more difficult conversations coming up
- Move towards a transparent understanding of the collective understanding of individuals contributions to the department
- Why do we feel overwhelmed and why do we feel we love this job? What brings out or anchors us to being committed to this community. What increases our gross national happiness

Group Exercise: Individually write down 5 to 7 words that are core to the department or to achieving the outcomes from the individual exercise. These words will be clumped together and put up on the board. Everyone will get 10 votes and then we will see which 5-7 words come out as most important to the community and define those words.

Top Words Chosen:

1. **Research Excellence** (32 votes): Novel, innovative, and world class research that is collaborative at UW and worldwide. Research that has impact within and across fields.
2. **Teaching/Mentoring** (22 votes): Effective instruction and guidance that lead to jobs/careers and success.
3. **Discovery in Research** (20 votes) - not selected to create a definition
4. **Fun** (17 votes) – Positive interactions with student and colleagues that make you want to go to work. Work must be pleasurable
5. **Respect and Integrity** (16 votes): Requires humility engagement curiosity about others and an open mind. Earn trust through transparency in decisions and research, values based decision making (consistent). Respect diverse strengths and contributions, which equals pride in and appreciation of.
6. **Collegiality/Community** (16 votes): A group with a shared vision and ideals, and with mutual respect
7. **Collaboration** (11 votes): Working together across disciplines with a common purpose

Emma would be willing to do a “How do we disagree workshop”

Emma Ended at 3:28

Call to Order - Meeting of the Faculty in Open Session

Department Chair Ken Creager called the meeting to order at 3:29 pm.

- **Approval of Meeting Minutes**
 - The **February 1, 2019** Faculty Meeting Minutes were circulated and approved.
- **Announcements**
 - Faculty Activity Reports (FARS) due March 31st.
 - GSAR from students due to faculty by April 1st, Faculty review due by April 22nd.

- Department Mariners Baseball night- Mariners vs. Astros, Friday April, 12th at 7:10. Tickets are reduced and we are suggesting buying tickets in section 316.
- ESS GALA will be held April 3rd, 4th and 5th.
- April Faculty meeting will be shifted to April 12 to avoid conflict with the GALA.
- The Faculty retreat will be held offsite at Talaris Conference Center and has been scheduled for Saturday, April 20th.
- The Awards Ceremony is scheduled for May 9th.
- Each Faculty will need to submit a peer teaching evaluation by the end of spring term. Michelle Barr has contacted the faculty who need to have this completed.
- Call for nominations for the Mindlin Lecture, autumn 2019. Please send nominations to Bob Holzworth.
- Please think about distinguished alumnus or individuals you think would be a good option for commencement speaker, along with outstanding graduate and undergraduate students. Please send nominations to Michelle Barr.
- Several Staff have been nominated for University Awards:
 - i. Michelle Koutnik- Distinguished Teaching Award
 - ii. Scott Dakins (Administrator)- Distinguished Staff Award
 - iii. Noell Bernard-Kingsley (Director of Academic Services)- Distinguished Staff Award
 - iv. Michelle Barr (Assistant to the Chair)- Outstanding Woman Award
 - v. Mary Alice Benson (Graduate Student, MESSAGE)-Outstanding Woman Award
 - vi. Kathy Gabriel, (Fiscal Specialist Supervisor)- Outstanding Woman Award
 - vii. Taylor Hamilton (Student Assistant)- Outstanding Woman Award
 - viii. Paige Wilson (Graduate Student, Research)- Outstanding Woman Award
 - ix. Eunice Yang (Fiscal Specialist II)- Outstanding Woman Award
- **Reports and Business**
 - **Undergraduate Program** (Roe)- Nothing to report
 - **Graduate Program** (Catling) – RA from Provost
 - i. The Provost has 3 million in permanent funds that is to be used for graduate student recruitment by providing RA's for departments.
 - ii. CoENV will be getting \$250,000 of these funds.
 - iii. ESS will get at least 2 RA quarters a year, possibly more.
 - iv. Ken and David Catling have given feedback to the college that the method of RA distribution does not adequately account for ESS Ph.D. graduation rates. The total RA quarters given per department was determined by the amount of Ph.D.'s graduated for the last three fiscal years. This method make ESS look like our graduation rates are lower. When you take the same time frame on the academic year, ESS graduation rates are approximately the same as the other departments getting more RA quarters from these funds.
- **Standing Committees**
- **Admissions** (Buick) –
 - 17 students have been admitted.
 - 10 students came to Open House.
 - So far 1 student has accepted and 1 student has declined.
 - Please think about admitting another student, there is still time.
- **Computing** (Walters) – Nothing to report
- **Curriculum: (Schmidt)** – Curriculum committee will present update on changes at the April 12th faculty meeting.
- **Diversity** (Huntington) – The committee will be utilizing some hours from our work-study student Niamh Murphy to package and disburse resources. Please let Kate know topics or resources you would like information on.
- **MESSAGE** (Crider) –The MESSAGE reception is being postponed until spring term to correspond with when students graduate from the program. The date is TBD.
- **Oversight** (Bergantz/Conway) –Nothing to report.
- **Prelim** (Gorman-Lewis/Winglee) – Nothing to report.
- **Promotion, Reappointment & Merit** (Steig) –Nothing to report.
- **Senate** (Stone) – Nothing to report.
- **Scholarships, Fellowships, and Awards** (Stone) – Nothing to report.

- **College Council Representation** (Bergantz/Steig) – Nothing to report.
- **Old Business**
 - Nothing to report.
- **New Business**
 - TA support for spring term
 - We are 9 TA's short for spring 2019 term.
 - As a result, we are spending our ICR funds to support 9 TAs for students outside our department.
 - We need to address this for future possible solutions.

Minutes by Michelle Barr.

Attendees: Faculty –Abramson, Bergantz, Bodin, Brown, Buick, Catling, Christianson, Conway, Creager, Crider, Duvall, Huntington, Licht, Roe, Schmidt, Sletten, Steig, Stone, Toner, Walters, and Winebrenner

Staff, Students, and Guests: Barr, Bernard-Kingsley, Black, Dakins, Hoffman, Myers, Phan, and Scott