

Department of Earth and Space Sciences
Meeting of the Faculty
Friday, November 1, 2019 JHN 022 - 2:30 p.m.

MINUTES

Call to Order - Meeting of the Faculty in Open Session- 2:34 pm

- **Approval of Meeting Minutes**
 - Approval of **October 4, 2019** Faculty Meeting Minutes.
- **Announcements**
 - A search committee for a new chair would like to meet with the faculty. Please sign up to meet with them if you have not done so already.
 - Faculty Retreat is planned for Saturday, November 16th, the plan for this retreat is to discuss the hiring plan for the next 3 years.
 - The two ads for the subduction/seismology and planetary science positions are up and being advertised.
 - 10 year program review is scheduled for 2020-2021. The process for getting ready begins this year. David Catling and Gerard Roe to head up the planning for this and will be asking for faculty participation as planning progresses
 - Other Announcements
- **Reports and Business**
 - **Undergraduate Program** (Roe) – Nothing to report
 - **Graduate Program** (Catling) – Nothing to report
- **Standing Committees**
 - **Admissions** (Buick) – Nothing to report
 - **Computing** (Walters) – Nothing to report
 - **Curriculum** (Nelson) – Reminder to put information about the new, state mandated, religious holiday accommodation on your syllabus
 - **Diversity** (Huntington) -
 - Scott Winn training was a success; survey is being sent out to get feedback from everyone who attended or did not attend to know how to better plan events like these in the future.
 - Diversity committee is focusing on field safety and equity in the field this year.
 - No responses from undergraduate request for a committee member, if you know of any undergraduates who would like to participate please let Kate know.
 - Update on E054 and what was presented to graduate students- Slides sent out to faculty on 11/5/2019
 - Update on REIF report- Roger Buick- Report and slides sent out on 11/5/2019
 - Preventing harassment in fieldwork
 - Harassment and assault are recognized as problem in fieldwork situations
 - How to prevent harassment in field work
 - Need to enhance respect in the field- develop a culture of mutual respect
 - UW needs to show accountability, transparency, protect victims, discipline of perpetrators

- 5 recommendations:
 - Training- knowledge and interpersonal skills
 - Department level team building, share experience resources and knowledge to establish a better culture
 - Raise standard of trip specific planning, physical resources, medical kits, communication assets
 - Clarity on UW trainings and support resources available
 - Clarity on the process of and outcomes from reporting harassment in the UW environment
 - Actions recommended at the college /departmental/individual level:
 - Development of fieldwork group discussions and trainings
 - Consensus of expectations and field “charter of rights”
 - Development of informal mentoring “buddy” schemes
 - Development of alternate and anonymous reporting structures
 - Develop best practice checklists and custom planning documents
 - Field access to resources for communication and medical emergencies
- **MESSAGe** (Crider) – Discussion on restricting the program
 - Proposal for steps forward coming in December
 - Goal is to reduce burden of teaching and mentoring
 - Restructure to remove fragility of the program (budgets, people retiring)
 - Get course offerings for our larger graduate student population
 - Support MESSAGe through Tuition
 - Have a program that contributes to our entire graduate program
 - Research Master’s degree
 - Coursework Master’s degree
- **Oversight** (Bergantz/Conway) – Scott Dakin’s to report in Executive session
- **Prelim** (Gorman-Lewis/Winglee) – Nothing to report
- **Promotion, Merit & Reappointment** (Montgomery) – Duvall and Koutnik promotion cases have been submitted to the college. David Schmidt promotion case will be presented in Executive Session.
- **Senate** (Stone) - Campus wide climate survey, please fill it out if you have not already done so, invitation has come by email.
- **Scholarships, Fellowships, and Awards** (Steig) – Nothing to report
- **College Council Representation** (Bergantz/Steig) – New dean search in fall 2020
- **Old Business**
- **New Business**
 - Proxy vote- What is the departmental policy
 - i. No formal policy, a formal policy will be developed to vote on in later faculty meeting
- **Adjourn to Executive Session -3:43**

Minutes by: Michelle Barr

Attendees: Abramson, Brown, Buick, Catling, Conway, Creager, Crider, Duvall, Fudge, Gorman-Lewis, Holzworth, Huntington, Nelson, Nittrouer, Steig, Stone, Tobin, Toner, Walters, Winebrenner.

Staff, Students, and Guests: Barr, Bernard-Kingsley, Black, Cowan, Dakins, Davidge, Meixnerova