

## Faculty Meeting Minutes (Open session)

DECEMBER 7, 2020 | 3:45 - 4:45 pm | Benson Hall, Room 109- ZOOM

Attendance:

Meeting start: 3:45 | Adjourn 4:44

### Faculty Present (blank=absent)

Department Chair, Jim Pfaendtner - Present

Stu Adler	P	David Bergsman	P	Vince Holmberg	P	Rene Overney	P	Neda Bagheri
Graham Allan		James Carothers		Samson Jenekhe	P	Lilo Pozzo	P	Cao Guozhong
François Baneyx		Chad Curtis	P	Mary Lidstrom		Buddy Ratner	P	Jonathan Posner
David Beck	P	Cole DeForest	P	Jun Liu		Daniel Schwartz	P	
John Berg	P	Hugh Hillhouse	P	Elizabeth Nance	P	Eric Stuve	P	
						Stephanie Valleau	P	

### Others Present

Andrea Gleichweith	Nicole Minkoff	Dave Drischell		
Lindsey Doermann	Debbie Carnes	Nicole Devine		

## AGENDA

- Announcements and new business – Pfaendtner
- ChemE Hackathon – Valleau
- Faculty search update – Nance, Pozzo
- Undergraduate program committee report out – Nance
- UW Finance transformation update - Pfaendtner, Carnes
- ChemE proposal submissions update – Pfaendtner, Carnes

### Announcements and new business – Pfaendtner

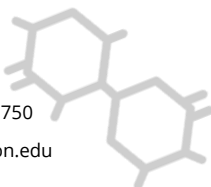
- Mary Lidstrom to step down as Vice Provost of Research August 31, 2021. There will be an internal search for the next VPR, contact Jim if you are interested.
- Aileen Trilles – COE HR Director, attending faculty meeting Jan 4 2021, 25 minutes to present required training on postdoc grievances and information on working with postdocs
- Doermann – Catalyst coming soon. These will be mailed to people's homes.
- Dave Beck discussed Chit Chat, these are informal discussions with ChemE masters and PhD graduates who had the data science option. They are working in chemical sciences setting, doing data science. To explore many aspects of data science careers with students. Encourage students to attend.
- REMINDERS: Graduate recruiting (3/5 Friday) – please keep this date available, if possible

### ChemE Hackathon – Valleau

Stephanie presented on the ChemE Hackaton, it is designed to encourage the connection to data science for undergrads.

Dan Schwartz asked about the nature of the Dow data that is being used. Stephanie responded that it is half hidden, and it is reactor data. They will give the students 2 projects.

Dan suggested this could be the beginning of an AIChE national student project.



Stephanie said that after this first year in UW ChemE, next year they would like to expand it to all the universities in WA. And then maybe expand to all ChemE departments in US. Many students arrive with no experience with Python, so they are encouraging all levels of ChemE students to participate. Lilo said a good place to start with AIChE would be the NW regional conference.

### **Faculty search update – Nance, Pozzo**

Elizabeth gave an update. There is a fewer number of applications so far this year compared to last year.

Candidates who were a strong ChemE fit but did not align with the cluster were not triaged out because there is the potential for a plus 1 hire if it advances the DEI efforts within the department. Jim asked if these candidates have been vetted by Jon Liu and are considered acceptable.

Lilo said that the committee is discussing how the committee can now come up with a pool that is large enough to hire the best person that fits the cluster and ChemE but includes additional candidates that include the potential plus 1.

Elizabeth discussed how the dean's office is checking affirmative action information as part of their review of the hiring search process. Candidates have the option to provide this data. The data represents the entirety of the applicant pool. The data show a higher representation of historically marginalized or minoritized populations, slightly higher by a few percentage points than the last two years of searches.

Jim pointed out that the college wants to see this data before advancing to the next round to check that the applicant pool is meeting the goals of the search committee.

Lilo added that the diversity metrics will increase.

Jim asked what the plan is for conducting long format interviews.

Elizabeth replied that many committee members attended a workshop by Advance that discussed recommendations for how to host longer interviews. The initial plan is to do 2 short half days. They are not expecting every faculty to meet with every candidate 1-on-1, the draft strategy is to have the research seminar on one day and the chalk talk on another. And to also have small group meetings with 2-3 faculty at most. They will cluster focus areas. The expectation that not all meetings that typically occur in person are necessary to replicate in the virtual environment.

Jim said that this is similar to what is happening with the BioE chair search and to what Chemistry did. Faculty will not have to vote on a candidate before everyone has a chance to meet with that candidate. If people can attend or watch recordings of the talks and then have a few meetings, that is probably enough to decide if we want to do an additional round of longer meetings. It isn't realistic to take the schedule that is normally done and replicate that on zoom. Everyone will have the opportunity to participate in the usual ways, it will just appear differently.

Lilo said they discussed clustering the meetings around topical areas so small groups meet with the candidates.

Jim said he is in favor of this approach and it offers the opportunity for more refinement before bringing people in for more interviews.

Elizabeth added that a recommendation from Advance was to not host meals with the candidate.

Jim will get an outline of this process and share it with department chairs and advertise what the process is in ChemE. The department has done a lot of leadership nationally during the pandemic. This is another opportunity to contribute and influence nationwide.

### **Undergraduate program committee report out – Nance**

Elizabeth summarized the report, she has a much more detailed document if you are interested. Students need communication via verbal means in addition to email and technology. Everyone's email load has increased and some info, while appearing to be documented, may get lost or overlooked in email.

Faculty need to be sure you are communicating to stay on the same page, between faculty, TAs and students. Recognize how difficult this is for everyone; it might be assumed that everyone has adjusted to the times, but the pandemic is having cumulative effects.

Elizabeth presented the summary of recommendations of course logistics. Of the surveyed students, 8-9 were in different time zones.

Regarding the grading of exams, OETL has recommended to de-weight exams or not provide cumulative exams. Participation has become one way to de-weight exam grades and to add grading from elsewhere. Participation and attendance are different; faculty cannot grade on attendance but can grade on participation.

Elizabeth presented a summary of what faculty have found to be useful strategies for grading on participation. OETL encourages a participation component to the grade if it is not dependent on being present during live lecture times.

Elizabeth thanked everyone who has been teaching this quarter and the Undergrad committee for helping compile this feedback.

Jonathan Posner asked if there was any feedback on the flipped classroom model, using pre-recorded lectures and using class time for exercises or sample problems. Elizabeth pointed out that Stu Adler has used this approach. And Hugh Hillhouse, Chad Curtis and Kyle Caldwell have used small group strategies or non-lecture strategies either integrated into lectures or that are more active problem-solving, these have received positive feedback.

Stu said that he flipped one of his classes 3 years ago and has collected data and compared it to the previous years where he taught the class in traditional format. The flipped class model is more effective; more students learn better. Mostly because they are getting more feedback all along. But it is hard to adapt open classroom and small group work directly to an online version. It works well the smaller the class, it doesn't scale well with one instructor trying to meet with many students every day.

Chad commented that if you have a large number of people on a zoom meeting, it's hard to get people to comment, it doesn't work effectively unless it is structured well. Chad made it optional for students to attend. In-class time, the TAs were there to help. Stu requires students to attend small group meetings and they are partly evaluated on their participation in them.

Jim thanked Elizabeth, Dave Drischell, Allison Sherrill and Nicole Minkoff for their work on this.

### **UW Finance transformation update - Pfaendtner, Carnes**

Jim presented information about UW Finance Transformation, the transformation of most of the enterprise systems into Workday. There will be significant changes for how all faculty do a lot of business processes. Debbie has spent a lot of time serving on a committee advising the rollout and development of these business processes.

The HUB will be managed by COE with department input, which Jim said he favors due to the similarity of all the business processes across the college.

Debbie added that one goal is to simplify some of the procedures for travel reimbursement because it is so complicated now. And the administrators and Dean are very active in making sure that faculty continue to get the same level of service from people in the HUB.

Jim commented that UWFT understands that if they do not get this right, departments will hire additional staff to interact with the HUB.

Debbie added that the main goal with the HUB model was to standardize processes that now are not standardized, creating efficiencies. They are not actually moving that much work from department staff to the HUB, there is a little bit, but it remains to be seen. Things may still change before it is finalized.

Jim said there will be many more briefs and updates before the launch in June 2022.

Debbie added that the biggest change for faculty is for travel, they would enter their own information. And lab personnel would go to Workday to order, rather than Ariba.

### **ChemE proposal submissions update – Pfaendtner, Carnes**

Jim presented information on this, following up on data presented at faculty retreat. There was a decrease year on year in total dollar volume of proposals out of ChemE. It is already a quarter into the fiscal year and things were still looking down. These slides are for the first 2 quarters of FY21. The department will need to think about this because there are concerning trends.

The rate of decline in the number of proposals is increasing. A lot of proposal submissions are historically occur in quarter 2.

Debbie added that she recently approved 2-3 more proposals.

In terms of the amount requested in proposals, Jim reminded people that \$20 million out of \$44 million in FY 20 was one proposal, the overall number is significantly decreased.

Awards are a lagging indicator of proposals that were submitted in the last fiscal year. FY21, we are doing well with awards. A year on year change in awards is hard to know, but we can continue to see some trends in where we expect this to go.

Even with the pandemic and the loss of 3 full time professors, the numbers are low.

A steep drop off in research expenditures would not be good, there will be ramifications for the department because about 10% of revenue comes from RCR and GOF, it is important money, it is used for startups, retention, matching, etc. and it pays dividends.

RCR is calculated on a 3 year rolling average of expenditures. Based on trends, we will see a drop off of expenditures in coming years. What will we do to make changes, where will we be in 4-5 years.

Jim presented his idea to look at data on faculty research activity and teaching loads. This info would not be used for merit reviews or decisions about distributions of resources, just to help everyone recalibrate.

Jim met recently with a subset of the faculty affairs committee, and they talked about what might be some data faculty would want to see. The goal would be to generate reports annually.

Elizabeth asked if Jim had looked at the data normalized to active research faculty. Jim said no, the tenure track faculty have a workload balance that is 40% research, 40% teaching, and 20% service, unless they work with the chair to change that. There is a need to look at the unit level because that is what the dean will look at, and what will affect revenue issues for the department.

Jim reminded people to watch their emails for information about a staff-faculty happy hour.

Meeting adjourned at 4:44 PM.