Dr. Richard Keil called the meeting to order at 10:35 a.m. The meeting was held both in person and via Zoom. The minutes of the October 6, 2021 meeting were approved.

Academic Announcements from Dr. Evelyn Lessard:
- Curricular groups should be meeting. Please let Dr. Lessard know who the lead is for each option
- Teaching plans are due for AY 2022-2023 using the 2+1 model. Enter plans into MyOcean by December 15, 2021.
- 2022 recruitment: please let Dr. Lessard know if you plan to recruit students; December 1 is the deadline for applications; December 20 – files will be assembled and divided by option; holistic review procedures instituted last year will be followed again this year. Details and timeline will be forthcoming.

Dr. Bob Morris provided an update from the Faculty Senate. The University’s Covid-19 numbers are really good for the size of the University. 98% of the University population is compliant with the vaccine mandate. Small number of cases reported, no major outbreaks. University finances are in a better place than the UW thought they would be. Top priority for the legislative session is funding for raises. The UW recognizes that people are stressed working under covid restrictions for the last 1.5 years. Dr. Debbie Kelley mentioned that we need to hold a workshop for faculty to help with student mental health.

Dr. Deb Kelley provided an update from the College Council. The Council met with Dean Maya Tolstoy on October 19. Dean Tolstoy stated that she wants to work collaboratively with the College Council and plans to meet with the Council at least once a month.

Dr. Tolstoy’s three priorities are:
1) DEI
2) Strategic Plan/Vision
3) Raise the profile of CoE not only within the UW but externally

The College Council will be focusing on promotion process for Teaching Faculty. There is an at-large position open – consider applying for the position and increase Oceanography’s presence at the table.

Announcements:
- Grad Student Symposium this Friday. The 2019 and 2020 cohorts will give 10 minute presentations on their research. Friday 2-5pm OSB 425 followed by First Friday
- Banse Seminar today – “Computer, Ocean, and Disability” Sang-Mook Lee, Seoul National University, Korea, 3:30 P.M. via Zoom
- Leo Maddox Cup - The unveiling of the Leo Maddox Cup, which is on permanent display in the OSB lobby, will be Saturday Nov 6th at 12:30pm
- Ocean Memory Art Exhibition - Artist Rebecca Rutstein will be speaking and
displaying her art on Wednesday Nov 17th at 3:30pm, followed by a reception and unveiling of her art, which will hang in the OSB lobby.
- OTB remodel update - 2nd floor OTB remodel will occur this winter and spring.

The College Council has discussed the faculty retire/rehire policy with (now retired) Dean Graumlich and her staff for well over a year now. When faculty retire and are older than 62, they may be rehired and receive state support up to 40% of their 9 month salary for a period of up to 5 years. This is a vested right for tenured faculty, but the terms fall to the director.

The college’s position:
- 10% FTE during a teaching quarter per SCH taught
  - 3 credit class equals 30% salary got 3 months (or 0.9 months total salary)
  - To earn your normal salary you have to teach 10 credits per quarter
- 5% FTE per grad student mentored as chair or co-chair

The School’s past position (which needs to be discussed at faculty council):
- 100% FTE during a teaching quarter per course that is “important to the school” and taught to more than a few students
  - 3 credit or greater class for the undergrad major that is required
  - 3 credit or greater class for MB or Oceanography that is well enrolled

Remember: at $225 per sch enrolled, to cover your salary your class needs to enroll 200 SCH, which is a 3 credit class with 70 students w/o a TA
- NO: 5% FTE per grad student mentored as chair or co-chair

The Dean’s office policy can be trumped by a School policy so Dr. Keil created a policy for the School and posted it on our website. This policy closely mirrors our old policy and ESS’s policy.

The Decadal Review has restarted. Margaret Leinen and Rick Murray have agreed to be our external reviewers. Dr. Anitra Ingalls will help steer us along. Our Decadal Review website still active and will host documents for review.

Schedule:
- Now & Winter: document writing
- Late Winter: submit report
- Spring & Summer: Our committee reviews our self-reflection
- Fall 2022: site visit
- Winter 2023 receive report, respond

Dr. Keil thanked Dr. LuAnne Thompson for chairing the DEIJ Committee the past couple years. Dr. Mikelle Nuwer is the new chair. Dr. Keil will present this list of tasks to the Committee:
- Revise our draft DEI plan
- Seek school-wide input
- Bring to faculty & implement
- “Oversee” grad recruitment year 2
- “Onboarding” for new community members
- Scaffold creation of a welcoming community for all

Dr. Jody Deming mentioned that faculty need training for anti-bias. Dr. Keil said
that there is an online anti-bias training that anyone can take but agreed that an in-person training session is a good idea.

Hiring Update: we now have 4 search committees that are either active or are gearing up

- **“Active Margins”** Dr. Jody Deming (chair) et al; ad in final stages before general release
- **“Changing Oceans”** Dr. Andrea Ogston (chair), Drs. Ginger Armbrust, Julian Sachs and Alison Gray; seeking a grad prep, beginning the whole process now
- **“Marine Ecologist”** with SAFS and Marine Biology. Teaching faculty position that is 1/3rd each with appointment 50-50 Ocean-SAFS. Search committee: Dr. Gabrielle Rocap (chair), and Drs. Graham Young, José Guzmán, one more to come. Looking for someone who has expertise in large-scale processes, remotely sensed data and marine ecology.
- **Captain, R/V Thompson**, search committee being formed now.

Dr. Keil provided information on the state of the School.

Nagging issues #1 – decreased faculty numbers and finances:

- The School of Oceanography manages $70M each biennium
  - $60M in “Pass Through”
  - $12M in Departmental Funds (not including ship operations)
- We are one of the largest research units on campus
  - Hard to compare us to other institutions because our structure is so different
- Our budgets are complex & have little flex in them
  - Vast majority of spending is on salary
  - We are dependent on ICR for >20% of the department’s budget
- Growth Areas include:
  - Better/more teaching (helps in many ways including raising ABB revenue)
  - Growing our research program even larger

Nagging issue #2 - We no longer seem to be recognized or rewarded for research excellence, despite our strong portfolio and #1 ranking.

Implementation of ABB at UW is incomplete and sets up a situation where research is devalued and education is over-valued (in Rick’s opinion). At most other R1s that use ABB, *everything* is under the ABB model including Grants and Contracts.

- If we used the Michigan model, we’d “pay” for space and we’d pay a general tax, but we’d get almost 2.5x more of our overhead back. Overall, I ran the numbers and our school would do slightly better than we do now because of our research, but the pain of our poor SCH generation would hurt us on the education side. At least there would be clarity of how to obtain rewards.
- Full implementation of ABB incentivizes:
  - Research
  - Wise use of storage space, remodeling space to benefit the units
**The Provost’s Values Initiative**

The provost and college have implemented a new shift in funding.

Each college’s supplement is now being taxed 2% per year (\(-$50k/y to SoO\)). The provost distributes this $$ for ‘new programs’ that are *temporary and then self-sustaining.*

**We need to be part of the new programs!**

- Demonstration of collaborative work between units headed by a Dean.
- Starting new academic programs or transitioning existing programs
- Strategic faculty hiring to meet university priorities (e.g., see diversity bullet below)
- Supporting academic units that are not able to thrive under formulaic allocations but that are connected to UW values (e.g., field stations seeking to start new undergraduate curricula linked to College majors)
- Preserve our commitment to diversity, inclusion, and academic freedom (Note: weight will be given to actionable proposals that further the University’s Diversity Blueprint and Race & Equity Initiative goals)
- Strengthen fiscal health and long-term resilience

Proposal forms become available at the end of this month.

The meeting adjourned at 12:05p.m. to an executive session.