

Department of Earth and Space Sciences
Meeting of the Faculty
Friday, May 3, 2019 JHN 022 - 2:30 p.m.

MINUTES

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

- Department Chair Ken Creager called the meeting to order at 2:35pm
- **Approval of Meeting Minutes**
 - The **April 12, 2019** Faculty Meeting Minutes were circulated and approved
- **Announcements**
 - GSAR from students due to faculty by April 1st, Faculty review were due by April 22nd
 - The Awards Ceremony is scheduled for next Thursday, 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.
 - Michelle Barr has been officially hired as the new Assistant to the Chair
 - Kate Huntington has been elected to the GSA council
 - The Dean would like to know what kind of collaborations that we have going on with Washington State University. Please let Ken know by email.
 - Apollo 50th challenge- July 19th
 - i. Approximately, thirty teams coming to UW- Asking volunteers to open their labs for students to visit. Please email Robert if you are willing to open up lab
- **Reports and Business**
 - **Undergraduate Program** (Roe) –
 - A minimum of 2.0 should be a standard for any pre-requist grade.
 - Meghan Oxley does quarterly outreach to students who have earned less than a 2.0 in their supporting science/math or ESS courses, but please also suggest that these students come speak to ESS Advising if you are concerned about their grades or wellbeing.
 - Please be careful of when waiving/admitting students to your courses who do not meet the prerequisites. The course prerequisites were chosen for a reason, so students who enroll without the prerequisites would be at a disadvantage compared to other students.
 - If you do admit a student without a prerequisite, please plan to discuss the expected preparation with them and any recommend materials they should review before the course begins.
 - UW policy that every syllabus has grading policy. Base your grading on the procedures outlined in your syllabus. If a student would need a significant extra bump to earn credit for a course, then they likely haven't learned the material well enough to move on to other courses that have that course as a prerequisite.
 - Also let ESS Advising know if there are students who are struggling in your classes (in terms of grades, perceived wellbeing) or not showing up to class and ESS Advising will be happy to send an email inviting them in to meet with us.
 - **Graduate Program** (Catling) – Nothing to Report
- **Standing Committees**
 - **Admissions** (Buick) – Final report on admissions
 - Title IX report on admissions
 - 149 research applicants: 81 females, 67 males, 1 unspecified
 - 16 research offers: 8 females, 8 males
 - % female offers have stayed around 50% for the last several years
 - Last two years
 - 2019: 5 research acceptances: 2 females, 4 males (33% female)

- 2018: 8 acceptances, 2 females, 6 males (25% female)
 - We need to be aware of this trend, suggestion made to reach out to current graduate students to see why they accepted or if there is anything that could be driving the low acceptance rates of female applicants.
- **Computing** (Walters) – Nothing to report
- **Curriculum** (Schmidt) – Nothing to report
- **Diversity** (Huntington) - DEI workshop update
 - NASEM convened a panel of experts to discuss what departments can do to move the needle on recruiting and retaining excellent students and personnel from all identity groups, and I asked if departments can do one thing, what should it be? They listed a handful of trainings that are essential and said we need to start with those.
 - The College is providing these three trainings in May, June and July
 - Equity 101 – May 8th 1:00-4:00pm
 - Identifying and responding to Macroaggressions: June 10th 1:00-4:00
 - Implicit Bias: Reframing internalized dominance & internalized oppression: July 15th 1:00-2:30
- **MESSAGE** (Crider) – Update on admissions
 - Smaller pool of applications 17 students
 - Offered admission to 13
 - 2 declined
 - Expecting yield of 10 or 11
 - 60% of applicants are women
 - 70% of incoming MESSAGE class will be women
 - Last year 70% men
 - 25% are self-identified minority students
- **Oversight** (Bergantz/Conway) – Nothing to report
- **Prelim** (Gorman-Lewis/Winglee) – Nothing to report
- **Promotion, Merit & Reappointment** (Steig/Montgomery) – Promotion and merit recommendations presented in the Executive Session
- **Senate** (Stone) - Nothing to report
- **Scholarships, Fellowships, and Awards** (Stone) – The committee has finished determining the award recipients, thank you to those who nominated students/colleagues and wrote letters of recommendation
- **College Council Representation** (Bergantz/Steig) – Update from the council
 - Meeting with the Dean Monday May 6th, purpose is to:
 - Reflect on the strategic vision of the future of the college
 - Asking about her timeline as continuing as Dean
 - The council is planning to engage more with the college and be more active in understanding and providing input to the strategic vision for the college.
 - Bergantz/Steig asked to provide a follow up about the Tiger team, the committee that is looking into large courses, how are departments being engaged in this process
- **Old Business**
- **New Business**
 - Faculty retreat update and overview- Mike Brown
 - i. See attached faculty retreat meeting minutes for complete overview
 - ii. The faculty demographics are changing and a plan for the future is needed
 - iii. Two main topics that were address at the retreat
 1. Graduate program
 2. Future research directions of the department
 - iv. The retreat minutes will be used to create a framework for the strategic plan and be presented to the faculty by the end of spring quarter
 - Centers of Excellence and next faculty hire discussion:
 - i. Subduction/Seismology-Harold Tobin
 1. Expertise and focus in subduction zone science makes a lot of sense to our department expertise
 2. Several large scale initiatives related to Subduction zone, USGS, M9, SZ4D, PNSN
 3. Cross-cutting scientific theme that could lead to cluster hires

- a. Seismology, geodynamics, structure, volcanology, geomorphology, etc.
- ii. Planetary- David Catling
 - 1. Planetary science is where many of the new discoveries that will change textbooks are happening
 - 2. Many opportunities for cross discipline work. Most planetary scientists work on Earth analogs
 - 3. Most of our aspirational peers have strong planetary science groups
 - 4. Many directions to go for discoveries:
 - a. Origin/Evolution of life, pre-biotic signatures, planetary geochemistry, tectonic evolution on different planet, fluvial geomorphology with different liquids, interstellar comets, and exoplanets
 - 5. Tech industry to support this: SpaceX, Blue Origins, CubSats
 - 6. Three faculty teaching in planetary science, three faculty having associated research, five research faculty.
 - 7. Large percentage of admissions wanted to work on planetary, but not enough faculty support to accept many
 - 8. Funding in this area is robust and many future opportunities
 - 9. New Assistant Prof needed good area to hire soon and do a workshop around developing this discipline here in ESS.
 - 10. Robert Winglee brought up an opportunity about a Space Physics proposal to NSF for a hire where they will pay for the first 5 years of a new hire, if ESS/CoENV back the position after that.
 - a. Short turn around, first letter due 5/8/19
 - b. Going to put in the short proposal in and Ken will talk to dean
 - c. Possibly get engineering involved for a joint hire
- iii. Joint faculty hire opportunity with Burke Museum-Alexis Licht
 - 1. Liz Nesbitt retiring and is an associate professor (WOT) in our department
 - 2. Her position fully support by Burke and college of Arts and Sciences
 - 3. Connect Biology and ESS departments
 - 4. Arts and Science wants to do a job search next year
 - a. 50% (4.5 months) and 2 months of summer salary
 - b. 50% (4.5 months) from the host department
 - c. Looking for host department ESS, Oceanography or both
 - 5. Why we should consider the benefits of this hire
 - a. Research- invertebrate paleontology can mix geochemistry, climate science, geobiology, biochemistry, sedimentary and stratigraphy geology.
 - i. Paleo biology minor offered to ESS students 12-15 students are participating in this
 - b. Teaching-
 - i. ESS 213, 455, 456, 400 existing classes is stratigraphy/paleobiology
 - ii. ESS 100, 104 two classes taught by Ruth Martin who is a lecturer
 - iii. Need additional lecturer to cover the classes
 - c. Department Development
 - i. ESS would gain a full time faculty in terms of research production, bringing in students and grants.
 - ii. The curator job load is relatively light (25%)
 - iii. Low cost to department 50% salary, small startup, brand new lab at burke
 - 6. Faculty sentiment is we should try to pursue this hire.
- iv. Hiring plan discussion
 - 1. At the faculty retreat the major consensus was that the first hire should be seismology/subduction then followed by development of the planetary science hire, incorporating a workshop to make a plan the for this position
 - 2. The loss of seismology faculty has left a hole that needs to be filled to support a robust seismology research program in ESS

3. Both hires are critical so a special faculty meeting was called for in ~two weeks to talk about the next hire.

- **Adjourn to Executive Session** Adjourn 4:18

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- Minutes by Michelle Barr.
 - Attendees: Faculty –Bergantz, Bodin, Brown, Catling, Creager, Crider, Duvall, Fudge, Hallet, Koutnik, Licht, Nittrouer, Roe, Schmidt, Steig, Stone, Tobin, Toner, Winebrenner, and Winglee
 - Staff, Students, and Guests: Barr, Buick, Black, Gomberg, Holzworth, Myers, and Russell