

# Secretary of the Faculty

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May 1, 2002

Richard L. McCormick, President  
Office of the President  
Box 351230

Subject: Class A Legislation

Dear President McCormick:

In accordance with the rules, the faculty has approved the *Faculty Code* amendments in Class A Bulletin No. 105 regarding Volume Two, Part II, Chapter 24, Section 24-40. Faculty Without Tenure By Reason of Funding (WOT) and Section 24-71. Procedures for Allocating Salary Increases.

The results of the election submitted to the faculty for vote on 26 April 2002 are:

Total ballots mailed out:	3449
Total ballots returned:	649
Percent of faculty who voted:	18.82%
Percentage of "yes" votes:	86.59% (562)
Percentage of "no" votes:	9.09% (59)
Abstentions:	4.31% (28)

(The above percentage figures are based on ballots returned.)

Attached is Professor Bradley Holt's certification that the faculty has voted to approve the changes as proposed in Class "A" Bulletin No. 105. Before the University Handbook can be revised, we need your approval. According to the Faculty Code, you have 14 days to respond. We look forward to hearing from you by 14 May 2002.

Sincerely,

Lea B. Vaughn  
Secretary of the Faculty

Enc.

Cc: Bradley Holt, Chair, Faculty Senate

CERTIFIED AS APPROVED:

Bradley R Holt  
Bradley Holt, Chair  
Faculty Senate

Date: 4/30/02

APPROVED:

Richard F. McCormick  
Richard L. McCormick  
President

Date: May 6, 2002

## Proposed Class "A" Legislation

### Volume Two, Part II, Chapter 24, Sections 24-40 & 24-71 Policies regarding Competitive Offers and WOT Faculty

<u>Current Code Language</u>	<u>Proposed Language</u>
<p><b>Section 24-40. Faculty Without Tenure By Reason of Funding (WOT)</b></p> <p>E. To maintain the integration of WOT faculty members in the ongoing activities of the appointing unit during a temporary lapse in funding sources, appointing departments, schools or colleges shall develop a process to identify and evaluate the availability of alternative salary sources. Should alternative resources be made available, a new version of the understanding specified in Section D shall be required.</p> <p><i>S-A 102, July 7, 2000 with Presidential approval</i></p>	<p><b>Section 24-40. Faculty Without Tenure By Reason of Funding (WOT)</b></p> <p>E. To maintain the integration of WOT faculty members in the ongoing activities of the appointing unit during a temporary lapse in funding sources, appointing departments, schools or colleges shall develop a process to identify and evaluate the availability of alternative salary sources. <u>This process shall be recorded with the Dean's office of the appropriate unit and the Dean's office shall forward the policy to the Secretary of the Faculty.</u> Should alternative resources be made available, a new version of the understanding specified in Section D shall be required.</p> <p><i>S-A 102, July 7, 2000 with Presidential approval</i></p>
<p><b>Footnote: Documentation for Recommendations for Promotions, Tenure, and Merit Increases</b></p> <p><b>Executive Order 64 [Footnote to Section 24-57]</b></p> <p>...</p> <p><i>Retention Adjustments.</i> With approval from the Provost, college-administered or University funds may be used to adjust faculty salaries as a means to retain faculty members at the University of Washington either at the time of merit reviews or at other times as necessary throughout the academic year. Assessments of a faculty member's quality and unit contribution are essential elements in decisions to make retention adjustments. Consultative processes to recommend retention adjustments shall be established at the unit level following the procedures set forth in <u>Section 24-71</u> of the Faculty Code.</p>	<p><b>Footnote: Documentation for Recommendations for Promotions, Tenure, and Merit Increases</b></p> <p><b>Executive Order 64 [Footnote to Section 24-57]</b></p> <p style="text-align: center;"><b>No Change</b></p>

<u>Current Code Language</u>	<u>Proposed Language</u>
<p><b>Section 24-71. Procedures for Allocating Salary Increases</b></p> <p>B. The Provost may distribute, in the course of a biennium, funds allocated by the President:</p> <ol style="list-style-type: none"> <li>1. to provide additional merit salary increases (beyond those awarded under <u>24-71.A.1</u>). This allocation shall be distributed as equal-percentage increases to all units to fund merit increases for faculty (in accord with Section <u>24-55</u>).</li> </ol>	<p><b>Section 24-71. Procedures for Allocating Salary Increases</b></p> <p>B. The Provost may distribute, in the course of a biennium, funds allocated by the President:</p> <ol style="list-style-type: none"> <li>1. <b>No Change</b></li> </ol>
<ol style="list-style-type: none"> <li>2. to address the market "gap" of an individual unit. Allocation of such funds to units shall follow close consideration of individual units and consultation with the Senate Committee on Planning and Budgeting. The Provost shall periodically gather updates on salary information from appropriate sources, including unit heads, and shall make those findings available to the faculty. The department chair (or dean in an undepartmentalized school/college) shall consult with the unit's voting faculty who are senior (or, in the case of full professors, equal) in rank--or the unit's designated faculty committee(s)--about the appropriate distribution of these funds; and</li> </ol>	<p>2</p> <p><b>No Change</b></p>
<ol style="list-style-type: none"> <li>3. to retain a current faculty member, based on the recommendation of the dean. Prior to preparing a response, the dean shall first consult with the unit's chair. The faculty of each academic unit shall document biennially, consistent with the procedures of Section <u>23-45</u>, the level of consultation, if any, they deem necessary before competitive salary offers may be made.</li> </ol>	<ol style="list-style-type: none"> <li>3. to retain a current faculty member, based on the recommendation of the dean. Prior to preparing a response, the dean shall first consult with the unit's chair. <del>The faculty of each academic unit shall document biennially, consistent with the procedures of Section <u>23-45</u>, the level of consultation, if any, they deem necessary before competitive salary offers may be made.</del> <u>The faculty of each academic unit shall be provided the opportunity to cast an advisory vote on the appropriate response; alternatively, the faculty may establish, consistent with the procedures of Section <u>23-45</u>, a different policy regarding the level of consultation they deem necessary before a competitive salary offer may be made. This policy shall be recorded with the Dean's office of the appropriate unit and a copy forwarded to the Secretary of the Faculty. The faculty shall vote whether to affirm or amend this policy biennially.</u></li> </ol>