

University of Washington
Faculty Council on Faculty Affairs
February 24th, 2015
11:00am – 12:30pm
142 Gerberding

Meeting synopsis:

1. Call to Order
 2. Approval of the Agenda
 3. Approval of the Minutes from February 10th, 2015
 4. Pending Issues and Questions / Salary Policy
 5. Good of the Order
 6. Adjourn
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1) Call to Order

Janes called the meeting to order at 11:05 a.m.

2) Approval of the Agenda

The agenda was approved as written.

3) Approval of the Minutes from February 10th, 2015

The minutes from February 10th, 2015 were approved as written.

4) Pending Issues and Questions / Salary Policy

Jack Lee (chair of the Senate Committee on Planning and Budgeting) and Kate O’Neill (chair of the Faculty Senate) were in attendance to help summarize the current status of the salary policy legislation. There are several units in the professional schools and colleges that are beginning to pay attention to the proposal and to the short timetable for the approval process. O’Neill went on to explain that she and Lee met with representatives from the concerned units and came away having noted several of their major complaints: affordability, inflexibility in the formulas to address market gaps, diversity and cultural differences in the different areas of the policy where “a one size fits all” policy will not work. The group believed that the policy will force more money into faculty salaries and consequently will interfere with other priorities in the schools/colleges. Another one of the core areas of disagreement is that implementing the policy in the School of Medicine will have some significant impacts on the ability of departments to fund themselves. Additionally, paying for the new plan will likely require more pressure on medical school faculty to provide more clinical hours. In conclusion, the group would like to push for a “slow down” of the process to allow for a more thorough consideration of the concerns.

A comment was made that a prudent approach may give faculty more time to find solutions and compromises instead of killing the plan altogether. Lee then referred to his latest proposal and stated

that it included a specific modification that was a result of the meeting - one that he hoped FCFA would be reviewing at today's meeting.

A few comments were made by council members asking what happens in Arts and Sciences (A&S) where there are large disparities; salaries are so compressed and A&S faculty are suffering - this is not shared by the "richer" professional schools, it was noted.

Janes moved the discussion to that of the upcoming Senate meeting and how the salary policy will be discussed. He explained that when first putting the legislation on the agenda the plan was to have senators comment on the actual legislation before bringing it for a vote in spring quarter. The hope was to informally modify the language of the legislation before it becomes an action item. However, given all the concerns that still exist, it is hard to move to discussing the legislation instead of focusing on the fundamental policy questions. He suggested making time first to have a general policy discussion and then move into the more technical aspects of the proposal.

O'Neill ended by stating she does not think it is good for the university if the policy is not broadly accepted. If there are entire segments of the campus that do not approve it will be divisive. It is important to find a compromise that is somewhat widely accepted and financially feasible. The policy will not last if there is significant opposition. Therefore it was decided to move forward and have another discussion on the fundamental policy instead of focusing on the specific legislation.

The council then turned to what FCFA should do at today's meeting. Some suggestions were:

1. Review Jack Lee's proposal that resulted from the meeting with professional schools
2. Continue to work on the list of unresolved issues
3. Discuss Marcia's "homework"

Consensus was to work on Marcia Killien's (Secretary of the Faculty) homework from the last meeting that included: 1. Clarifying the definition of faculty who are tier eligible and covered by the new policy; 2. clarification of what faculty will be eligible to receive market adjustments, variable adjustments, retention, and floors/minimums, especially those who are not designated "tier eligible;" 3. what faculty will need collegial reviews, and what review criteria will be defined in the faculty code language.

Killien presented a proposal to modify section 24-35.E. After discussion the group decided to list all the faculty titles that are tier eligible, excluding those with clinical appointments and part time lecturers.

The council then addressed which faculty should be eligible to receive market adjustments, variable adjustments, retention, and floors/minimums; are all faculty eligible regardless of tier eligibility? After discussion it was decided to delete "tier-eligible" from 24.72.D so it reads "Each tier-eligible faculty member who receives a promotion in rank shall receive a salary increase, to be effective on the same date as the promotion, in an amount determined by the formula in effect on the date the promotion takes effect. Promotion raises can be delayed by following the procedures described in Subsection C."

Finally the group addressed the issue of which faculty are included in the collegial review and what review criteria will be defined in the code. After several recommendations were made, it was decided that Killien would incorporate suggestions into another adjustment to the legislation and revisit at the next council meeting.

Janes finished by asking members to please attend the next senate meeting if possible. He will report the outcome of that meeting at the next FCFA meeting.

5) Good of the Order

Nothing was stated for the good of the order.

6) Adjourn

The meeting was adjourned by Janes at 12:28 p.m.

Minutes by Joey Burgess, council support analyst, jmbg@uw.edu

Present: **Faculty:** Steve Buck, David Goldstein, Joseph Janes (chair), Kurt Johnson, Carol Landis, Chandan Reddy

President's Designee: Cheryl Cameron

Ex-officio: Elyse Janzen

Absent: **Faculty:** Alissa Ackerman, Margaret Adam, Lisa Coutu, Lea Vaughn, Gordon Watt

Ex-officio: Judith Henchy, Julian Rees, JoAnne Taricani