

University of Washington
Faculty Council on Faculty Affairs
December 19, 2014
Noon – 4:00pm
Gerberding 142

Meeting synopsis:

1. Call to order
 2. Salary Policy Proposal
 3. Adjourn
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1) Call to order

The meeting was called to order by Janes at noon.

2) Salary Policy Proposal

The council met as a working group to focus on changes to the salary policy proposal. The following sections were discussed and amended:

- Section 24-63: Consequences of Unsatisfactory Performance
- Section 24-71: Faculty Salary System – Policy and Principles
 - A - Motivation
 - B – Description of salary increase
- Section 24-72: Procedures for Salary Adjustments
 - A – President’s role in establishing formulas
 - B – Adjustments to formulas
 - C – Changes to formulas during financial hardship
 - D – Promotion raises
 - E – Tier advancement raises
 - F – Market adjustments
 - G – Variable adjustments
 - I – Retention Increases
- Section 24-61: Procedural Safeguards for Collegial Performance Review
 - Title

3) Adjourn

The meeting was adjourned by Janes at 4:00pm

Minutes by Grayson Court, council support analyst, gcourt@uw.edu

Present: **Faculty:** Joe Janes (chair), Steve Buck, Carol Landis, Kurt Johnson, Chandan Reddy
President’s designee: Cheryl Cameron
Ex officio representatives: Judith Henchy

Guests: Marcia Killien

Absent: **Faculty:** Alissa Ackerman, Margaret Adam, Lisa Coutu, David Goldstein, Lea Vaughn,
Gordon Watts

Ex officio representatives: Shannon Harris, Julian Rees, JoAnne Taricani