

**UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON FACULTY AFFAIRS**

The Faculty Council on Faculty Affairs met on May 24, 2004, at 10:15 a.m., in 26 Gerberding Hall. Chair Kate O'Neill called the meeting to order at 10:19 a.m..

Present: *Regular:* Graubard, Hadjimichalikis, Hildebrandt, O'Neill, Wilson

Ex-officio: Krieger-Brockett, Blumenthal, Walker, Johnson, Vaughn

Absent: *Regular:* Ceccarelli, Demorest, Dzwirek, Janes, Kirtley, Kolko, Lydon-Rochelle, Luchtel

Ex-officio: Cameron, Stygall

Synopsis:

1. Update on SEC and Senate action on Winn Settlement Report
2. Final review of A/B Salary report
3. Amendments to Code procedures on promotion
4. Pending matters for next year—Appropriate Dispute Resolution, other

Approval of agenda and minutes

The agenda was approved. The April 26 minutes were approved.

Winn Settlement report

O'Neill told the Council that she and Dan Luchtel presented the Winn Settlement report to the Senate Executive Committee on May 3. There was a brief discussion at SEC, after which several members expressed appreciation for the Council's efforts. Wadden later presented the issue to the Faculty Senate in very general terms, advising the Senate that the Medical School response was due May 31 and that the final report would be presented to the Faculty Senate in early fall.

To date, O'Neill has not received the Med School response, but has received telephone calls from Med School faculty who have learned of the report and wish to add to the information it contains. After discussion, it was decided to tentatively schedule another FCFA meeting for June 7 in anticipation of a timely response to the Winn report from the Medical School. O'Neill would like a comprehensive discussion of the response, by as many voices as possible.

Lea Vaughn, who was also present at the SEC meeting, complimented O'Neill on her presentation of the report to SEC.

Final review of A/B Salary report

Barbara Kreiger-Brockett presented the latest version of the A/B salary report (appendix) and asked for comments. The report was accepted with very minor revisions. It was moved, seconded and passed to present the report to SEC in the fall, and to post it on the Web. Luchtel and Krieger-Brockett will present the report to SEC.

O'Neill thanked the subcommittee for their diligent work in researching and reporting on this program.

Amendments to Code procedures on promotion

Bill Wilson presented proposed amendments to Section 24.54 of the Faculty Code procedures for promotions. The proposed amendments are intended to

- Require the results of P/T decisions be timely communicated, in writing, giving reasons for turndowns,
- Allow faculty members to decline to be considered for promotion if consideration is not mandatory, and
- Stipulate that members of college councils shall excuse themselves if they feel they cannot act in an unbiased manner – the present language is unclear as to who shall excuse members. Wilson believes the

members themselves should do this.

Discussion revealed the importance of keeping changes to the promotion and tenure portions of the code parallel and consistent. For this reason, it was deemed preferable not to do piecemeal revisions. Vaughn suggested that FCFA undertake a comprehensive revision of 24.53 and 24.54 that would make the desired changes, preserve the parallel structure, and strengthen it. Vaughn volunteered to be involved in a subcommittee to effect these changes, and will specify in her last report to the SEC that these changes should be undertaken.

Part of the problem in the promotion and tenure process is that chairs and deans get no special training in the Human Resources area. FCFA should push for this in the future.

O'Neill thanked Wilson for pointing out the inconsistencies and deficiencies he has identified. The council will continue work on an overhaul of these chapters in Fall Quarter.

Appropriate Dispute Resolution and other matters pending

The Kirtley subcommittee on Appropriate Dispute Resolution has been sidetracked this year, and will resume work in Fall Quarter.

The Senate Committee on Planning and Budgeting is looking at ways to overhaul the budget process. The new FCFA chair should take this opportunity to open a dialogue with SCPB on retention, unit gaps, and salary issues.

The Special Committee on Minority Faculty Affairs, which reports to Faculty Affairs, has a new chair, Brian Fabien. Issues for minority faculty include the divergent agendas of native and non-native minority faculty, and the campus climate for minorities. FCFA can help this process immensely, by being proactive in reaching out to the SCMFA chair, and asking for SCMFA reports at each FCFA meeting.

College-level faculty governance is another area where FCFA can be an agent for much-needed and desired change.

O'Neill thanked the council for a great year filled with much productive work. She will not be part of the Faculty Senate in the coming year, but will be the incoming AAUP President.

The meeting was adjourned at 11:25. *Minutes by Linda Fullerton, Recorder.*