

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

The Faculty Council on Faculty Affairs met on May 14, 2003, at 9:30 a.m., in 26 Gerberding Hall. Chair Kate O'Neill presided.

Present: *Regular:* Ceccarelli, Graubard, Hildebrandt, Kolko, Landis, O'Neill

Ex-officio Krieger-Brockett, Olswang, Green

Absent: *Regular:* Dzwirek, Kirtley, Lydon-Rochelle, Luchtel, O'Brien, Poznanski

Ex-officio: Colonnese, Blumenthal, Sjavik, Johnson, Croft

Synopsis

1. Approve agenda
2. Approve minutes
3. A/B Salary Report
4. ADR Subcommittee brief update
5. IP Policy Letter update

O'Neill called the meeting to order at 10:00.

Approval of agenda

The May 14 agenda was approved.

Approval of minutes

The April 24 minutes were approved.

A/B Salary Report

The A/B salary plan allows some tenured faculty to resign a portion of their tenure and be paid partially from grant monies, thus increasing their salaries. A subcommittee was appointed in October 2002 to interview selected administrators and faculty to gather preliminary information regarding the use of A/B type salary plans on campus, and to report their findings and recommendations in Spring Quarter 2003.

Carol Green (subcommittee chair) reported that the A/B Salary subcommittee has looked at the practice as it is perceived and applied in several schools and colleges, including Engineering, Forest Resources, Oceanography, and the Dental School. The Decennial Accreditation report shows about 10% of tenured faculty at less than fulltime tenure. This is reasonably consistent with reports of the numbers of faculty that are on the A/B plan.

The subcommittee found the best information at the College of Engineering, where the practice is fairly widespread though not being used by a majority of faculty. Information on the A/B option is open and available to anyone in the College, so awareness of the plan seems to be reasonably high. The subcommittee found more male than female Engineering faculty participating in A/B, but that ratio is consistent with the male/female ratio of faculty members employed in the College.

Forest Resources has drafted an A/B plan based on the Engineering model. It was presented to the Faculty in April, but has not yet been voted upon. Some Forestry faculty had never heard of the A/B plan. Most knew about the plan, but didn't think they generated enough research dollars to be eligible for it (not necessarily true). Other salary enhancement plans (spousal plans, sabbatical plans) were virtually unknown in Forestry.

In Oceanography, Green said, a lot of faculty members are on the A/B plan as a condition of employment.

The subcommittee concluded that A/B was a positive plan that had allowed the University to retain some faculty

members who would otherwise have gone elsewhere, and that the plan should be made more visible. Green recommended that FCFA draft a report on A/B salary and communicate it to the faculty at large.

Lea Vaughn commented that a report from FCFA on A/B salary might be included in the revised Faculty Rights and Responsibilities Handbook, a 30-40 page book that goes to faculty at orientation and is a resource book for associate professors.

Steven Olswang agreed, adding that A/B is a good tool for enhancing faculty income and should be included with the materials given to new faculty at orientation. "They can't use it if they don't know about it," Olswang said.

When queried about the consequences of giving up a portion of tenure to take advantage of the A/B plan, Olswang said there are no adverse consequences to the faculty member or to the department. There is no change in individual workloads for teaching, research, and service. No FTE and no dollars are given back to the department, and the department gives up nothing. A/B plans just shift the source of part of the faculty member's salary money from the state to the grant. The only downside of A/B, Olswang said, is the morale issue between the haves (faculty who generate grant income) and the have-nots (faculty who do not generate grant income, and research faculty who are not on tenure track).

Kate O'Neill would like to see the A/B report folded into the Unit Adjustment Policy. There is also a broader issue of the effect on poorly-funded disciplines where fewer and smaller grants are the norm, such as in most of the Humanities.

A/B salary issues to look at when FCFA resumes in Fall Quarter 2003:

- Anecdotal information
- Definition of what giving up 20% of tenure actually means, including different scenarios
- Concerns about how the legislature might react if A/B salary information is widely published
- Teaching vs. research responsibilities – some people feel A/B adversely affects the teaching load
- Morale issues for faculty who don't have the opportunity to participate in the plan
- Does A/B affect grad student support?
- Effect on Research faculty, who are not eligible because they are not on tenure track.
- Possibility of adding A/B salary to the Unit Adjustment Policy
- Other retention tools faculty should know about/can initiate

The A/B salary issue will be carried over to Fall Quarter for further action.

Appropriate Dispute Resolution (ADR) Subcommittee

The subcommittee, chaired by Alan Kirtley, was appointed after a Council discussion on the dispute resolution methods now in use at the University in addition to the formal adjudication process. There are several avenues for dispute resolution, some of which overlap.

The Dispute Resolution subcommittee is charged to

- Identify the various entities and processes in place on campus to resolve disputes between and among faculty, staff, and students,
- Investigate dispute resolution systems at other research universities,
- Compare the U/W system against those elsewhere, and
- Prepare a written recommendation, based on this research, as to what changes might be warranted, with a view toward improving the U/W's dispute resolution systems.

O'Neill reported that Alan Kirtley is away, but his research assistant has collected a good amount of data on the grievance resolution process at other universities. Kirtley will spend some time on this over the summer. Lea Vaughn said that she is also working over the summer and will confer with Kirtley.

Kirtley, Vaughn, Olswang, O'Neill, and Lois Price-Spratlen will carry over the ADR issue and bring it to the Council in Fall Quarter.

IP Policy Letter update

The Intellectual Property revisions proposed by IPMAC and the Office of Research have given rise to extensive discussion in FCFA and in the Faculty Council on Research (FCR). These discussions resulted in calls for some changes and clarifications, described in a letter from FCFA Chair O'Neill to Faculty Senate Chair Sandra Silberstein.

O'Neill reported that the final version of her letter to Silberstein will be circulated to the membership. The letter was copied to Vice Provost Craig Hogan, Senior Assistant Attorney General Jack Johnson, FCR Chair Asuman Kiyak, Executive Assistant to the President Carol Niccolls, Vice Provost Steven Olswang, Associate Vice Provost Malcolm Parks, IPMAC Chair Edwin Rubel, Vice Provost James Severson, Faculty Senate Chair Lea Vaughn, Senate Vice Chair Douglas Wadden.

Olswang commented that the discussion of the proposed IP Policy revisions revealed very important differing perspectives of IPMAC, FCR, and FCFA. These will be taken into account, and the final version of the revisions will be put together in July.

Winn Settlement

In a Class C resolution passed by the Faculty Senate, FCFA was charged with looking into the large financial settlement between University Hospital and Dr. Richard Winn to determine whether the settlement was proper or not. Senate members were angry at the settlement amount, in a year of no merit raises for faculty and in view of the charges of unlawful conduct that were involved.

O'Neill will try to get baseline data and produce a draft report. She would like to respond to the Senate early in Fall Quarter.

Thanks and Farewell

O'Neill thanked Council members for their good work during year and encouraged all members to return for another year. ALUW Rep. Carol Green added her thanks to faculty members for giving her the opportunity to serve as chair of the A/B subcommittee – librarians are not always asked to serve, and it was a very good experience.

The meeting was adjourned at 10:47 a.m. *Minutes by Linda Fullerton, Recorder.*