

**The University of Washington
Faculty Council on Faculty Affairs**

The Faculty Council on Faculty Affairs met **Thursday, March 29, 2001** at 8:00 a.m. in 36 Gerberding. Chair Robert Holzworth presided.

PRESENT: Professors Carr, Holzworth, Luchtel, Poznański, Riley. *Ex officio* Fabien, Krieger-Brockett, Olswang, Rickerson (with vote).

ABSENT: Professors Haley (excused), Hunn (excused), O'Brien (excused), Roberts (excused). *Ex officio* Adman (excused), Bentsen, Ludwig, Rose, Sjøvik.

Minutes from January 11, February 8, and March 8, 2001 were approved with changes.

Copyright Policy

Olswang announced that the University has withdrawn its draft of proposed amendments to the University Copyright Policy and will write an alternative version. He told the Council that the University withdrew the draft because it became clear to them that if two different groups (the FCFA and the Faculty Council on Research) could read it and have two drastically different interpretations, the draft obviously needed to be reworded. Olswang also said that he believed the revised draft would be sent back to both Councils for review.

Instructional Responsibility Policy

At the last FCFA meeting (March 8, 2001), the Council heard a report from the subcommittee considering proposing changes to the University's Instructional Responsibility Policy (IRP). The subcommittee drafted changes, which Luchtel presented to the FCFA. The matter was left unresolved, pending further discussion. Today Olswang reported that, as promised, he has sent the draft changes to the Deans, Vice Presidents, and President for their review and comments on which so far he has received only a few responses. He forwarded the draft with the explanation that this was a potential Class C legislative issue. A discussion on the drafted changes is on the agenda for the next Board of Deans meeting scheduled for April 4, 2001. In response to the drafted changes, the President has the option of issuing an amended IRP that would send primary control of faculty teaching requirements back to the departmental level. Olswang will present the Administration's full response to the drafted changes to the FCFA at their next meeting.

Subcommittee on Lecturers and Senior Lecturers

Riley announced that the first meeting of the FCFA Subcommittee on Lecturers and Senior Lecturers will take place Thursday April 5, 2001. The Subcommittee will examine and discuss Lecturer issues including (but not limited to): Faculty Senate voting rights, eligibility for the Distinguished Teaching Award, and guidelines for promotion procedures. Olswang said that he would provide factual data on Lecturers and Senior Lecturers to the Subcommittee at the first meeting. Holzworth reiterated his desire for the FCFA to continue its work on this issue in the 01-02 academic year.

Update on Holt's Proposal to Offset Medical Benefits Cuts

At the last FCFA meeting (March 8, 2001), the Council heard a proposal from Brad Holt, Vice-Chair of the Faculty Senate, regarding a plan to compensate faculty for imminent cost increases of their medical benefits.

Holt had requested that the FCFA consider the issue and write a statement about the Council's position on his proposal. Today Holzworth announced that Holt has withdrawn his request that the FCFA consider the proposal at this point. Rather, Holt will work directly with the Office of the Provost on this issue.

Building Names

Luchtel said he would like to continue to investigate the procedures that the University follows for naming buildings on campus. The main issue to discuss as he sees it is the overall commercialization of the campus, e.g. the Bank of America Arena (formerly Hec Edmundson Pavilion). The Council decided to invite the chair of the UW Building and Room Names Committee to send a representative to the FCFA meetings when Luchtel is ready to discuss the issue further.

Reports from Special Committee Chairs

Special Committee on Faculty Women:

Krieger-Brockett informed the Council about current state of the lawsuit filed on behalf of five women faculty against the UW charging gender discrimination in salaries. The five women were designated a 'class' by a district court, meaning that they could represent a whole class of faculty women at the UW. In the case, the University cited statistics from two salary surveys conducted during the 1990's that showed approximately a 3% inequity between female and male faculty salaries University-wide; however, the numbers are not statistically significant at the department level (where salary decisions are made). Currently the decision to declare the group a class is being reviewed by the State Court of Appeals on behalf of the University.

Olswang clarified that the suit originated with one faculty woman in the Dental School, then four others, also from the Dental School joined in, and asked that they be declared a class to represent all faculty women who have been employed at the UW since 1994. The University challenges the declaration that five faculty women from the same School could represent all faculty women, especially given that three of the five women have since left the UW. Olswang also pointed out that in order for the faculty women to win the case, they must show that the University has an *intentional* policy and practice to discriminate University-wide, a practice that he believes the University does not have. He acknowledged the need for the University to address inequities brought to light by the statistical results of salary surveys. He also stated that one way to remedy the inequities would be to distribute faculty retention funds to women faculty.

Holzworth asked Krieger-Brockett about what options they have to provide information on the lawsuit to faculty and/or propose policy changes through the FCFA. She expressed her frustration with the fact that because of the litigation, the SCFW is prevented from any University-wide activity that might influence the case. She said they would work to develop tactics to provide forums for discussion at the departmental level that would not be perceived as a University-wide pattern.

Special Committee on Minority Faculty Affairs:

Fabien announced that the SCMFA annual spring workshop will take place on April 13. At the workshop, minority junior faculty will learn strategies to get tenure and equitable salary offers. Typically the spring workshops are very well attended by minority faculty, who total approximately 300 faculty on campus as a group.

Future Items

Chapter 24, Salary Policy changes: Holzworth suggested that the FCFA may wish to consider addressing the issue of salary policy in the future and possibly making amendments to Chapter 24 of the Faculty Code. The issue is pertinent in light of current budget problems with the State legislature. As the University is experiencing this year, the UW's funding does not appear to be tied to the financial condition of the State. This year the State is financially healthy and salaries are not going up significantly. Therefore, the University may wish to consider a major restructuring of funding practices, perhaps by de-coupling the traditional University-State fund relationship. Holzworth expects that the Secretary of the Faculty, Lea Vaughn, will be willing to provide input on this issue, as she has in the past in matters of Faculty Code revisions.

Luchtel proposed that some investigations be made into how the University is lobbying the legislature. Specifically, he suggested that more of an effort be made to appeal to individual legislators who may be alumni or may have children at institutions of higher education in the State. Olswang pointed out that the President already personally visits with every legislator in the summer of every year. Holzworth suggested that Luchtel consider specific ways and to what end the FCFA might appeal to the legislators, if such information on alumni legislators and their State university-attending children could be obtained. The Council also discussed the State's political climate and public attitudes towards higher education funding.

Ballots on Tri-Campus Legislation

Holzworth reminded the members to return their ballots on Tri-Campus legislation by April 5 if they have not already done so and to urge their individual departments' voting faculty members to do the same.

Appeal for FCFA Chair for Next Year

Holzworth asked the members to consider faculty whom they might wish to nominate for chair of FCFA next year.

Meeting adjourned at 9:20 a.m. Minutes by Katherine Wimble, Recorder.