

UNIVERSITY OF WASHINGTON  
Faculty Council on Faculty Affairs

The Faculty Council on Faculty Affairs met on October 10, 2001 at 1:00 p.m. Chair Charles Haley presided.

**Synopsis:**

- 1) Introductions
- 2) Reviewed actions taken at the SEC.
- 3) Reviewed continuing/upcoming issues:
  - a) Lecturers
  - b) Building Names
  - c) Chapter 24 revisions
  - d) Unit Salary Adjustment Policy
  - e) Default policy in the Code
  - f) UW Values/Future Direction
  - g) Chapter 28 revisions
  - h) Retired Faculty "Senior" status
- 4) Reviewed the status of Enabling Legislation

The meeting was called to order at 1:05.

**Announcements and Introductions**

Charles Haley, chair, pointed out that this is a large committee, and he is concerned that it may be difficult to reach quorum. He reminded voting members to notify the recorder if they will not be able to attend, since it reduces the number needed for a quorum.

The members introduced themselves.

Haley explained that last year this council had two features:

- 1) Subcommittees do much of the preliminary work of the council by working on issues and bringing recommendations to the council.
- 2) The council had a regular meeting time of Thursday mornings at 8 a.m. He would like to continue that if possible. Right now there is a meeting scheduled for October 25. There was some discussion and it was agreed that for most of the members it would be better to meet Thursdays from 9:00-10:30 a.m. There will be regularly scheduled biweekly meetings.

**Senate Executive Committee**

Haley explained that attendance at the Senate Executive Committee is part of the chair's job. However, if he has a conflict, he may ask another member to attend for him.

Issues from the Senate Executive Committee:

The SEC sent the Class B legislation on Distance Learning to the Senate by a vote of 4 (yes), 3 (no), and 1 (abstain). It will go before the Faculty Senate at the October 25 meeting.

The SEC authorized appointment of a Special Committee on Faculty Council Organization, which will review the existing councils and committees and make recommendations of changes that might be made. Norm Rose will chair the committee and membership will include the council chairs.

At the special SEC meeting on October 1st two task forces were set up:

- 1) Special Committee on Institutional Responsibilities in Courses with Teaching Assistants. This committee will look at policies on institutional responsibility in the event of a job action by GSEAC/UAW. There is an expectation that the task force will review the Faculty Code to determine if there is any existing language that addresses the question. If there is no existing language, the task force will determine if changes to the University Handbook are needed.
- 2) Special Committee Fact Finding Committee. This committee will attempt to provide the faculty with factual information on the positions of the administration and GSEAC/UAW dispute without any attempt to interpret.

Kate O'Neill asked for a definition of fact-finding as it relates to the task force. The task force is to attempt to provide clarification to the faculty about issues and clarify the differences between the stands taken by the administration and GSEAC/UAW. Karen Boxx from the School of Law is chairing the task force.

Dan Luchtel asked why a special committee was set up to review institutional responsibility rather than ask this council to look into it. It was explained that the SEC does have the authority to set up a special committee, that there was some sense that this Council already had several current issues and the timeline for a response is very short. However, if the special committee recommends or drafts any legislation to change the Faculty Code, it will come before this Council for review.

Marilyn Roberts indicated that they have had some problems in the Health Sciences with people coming into the labs to solicit students to join a union, misrepresenting themselves, and refusing to leave when asked. This has proved to be very disruptive. Steve Olswang explained that there is a group trying to organize the research techs, but it is not GSEAC/UAW

#### **Unfinished Business:**

Lecturers. A subcommittee has been looking at the role of lecturers on campus. Jim Riley chaired the committee last year and submitted a written report. This subcommittee began in March 2001 and there are three issue groups: 1) participation and governance, 2) promotion, and 3) perceived injustices. While draft legislation may come out of this subcommittee, there is nothing ready for review this fall.

In his report, Riley suggested that the subcommittee be chaired by a senior lecturer, pointing out that it is often useful to have a member of the affected group serve as chair. There are two lecturers on the subcommittee; it was agreed that Haley will approach Ia Dubois about serving as chair.

Building Names. Dan Luchtel reminded that Council that at the end of last year they were looking into the process for naming buildings (specifically when they are named for corporations and not for people), and that this is still an issue that needs review. The Council heard from Norman Arkans, Assistant Vice President for University Relations, and Art Farrell from History, who is a past chair of the University Names Committee. What came out was that while there is a policy, it has not been used. There had been a suggestion that the Council talk with the new Vice President for Development and Alumni Relations, Connie Kravas.

Richard Ludwig suggested that it might be more appropriate for this topic to be handled by another council, perhaps the Faculty Council on University Relations (FCUR) or the Faculty Council on University Facilities & Services (FCUFS). Luchtel pointed out that money is a powerful influence and that there should be a written policy that gives guidelines about how facilities are named. Haley indicated this may not be in the purview of this council, and perhaps FCFA should let FCUR or FCUFS know of our concern.

Norm Rose reminded the council of the context in which this was brought up: This has to do with overall financing of the UW, which certainly impacts faculty. If the UW moves to a high tuition model, then we will probably also have high financial aid. This then opens up revenue sources that are different from or greater than those available in the past, and the issue of what's for sale becomes a larger issue. Rose emphasized that he is not arguing that the issue stay in FCFA, but that he wants the council to realize it is a change that will have large impact.

Steve Olswang said that the concern came in to the council in one context but it broadened. The Council was surprised to learn that while there is a policy in place it isn't used, and someone needs to address the issue that the policy is not being used. Responsibility for this may overlap with several councils and the question is who takes the lead.

Haley suggested that he take it to the new Special Committee on Faculty Council Organization and ask the council chairs to decide who will take the lead, but Rose indicated that it is not in the jurisdiction of that committee. Lea Vaughn mentioned that it might be feasible to take it to the SEC and ask that committee to set up a subcommittee. Bradley Holt reminded the Council members that when there are overlapping issues council chairs have set up joint subcommittees. Olswang concurred and suggested that the chairs of FCUFS and FCUR be approached to see if they are willing to take on this issue; if they are not, then FCFA can go to the SEC.

### **New Business**

Bradley Holt, chair of the Faculty Senate, welcomed the members and thanked them for serving on this important council, which is historically one of the busiest of the Faculty Councils. He reviewed a list of issues that he is requesting the Council work on this year: He encouraged members to contact him if they have questions or comments during the year.

Chapter 24 legislation. There was legislation approved 2-3 years ago that provided some major changes in this portion of the Faculty Code. Now, after a few years of experience with the revised Code it is clear that some portions work well and that some changes need to be made. Holt would like FCFA to review the legislation, see where there are problems, and develop Code language to correct them. He will provide a partial list of problems, but he stressed that the Council will need to review Chapter 24 to catch problems of which he may not be aware.

Unit Salary Adjustment Policy. The Faculty Salary Policy (Executive Order No. 64, established in January 2000) allows for salary adjustments by unit. This was intended to provide a method for the administration to address salary inequities that are department-wide. This has already been for several units, but there is no systematic method for doing this. The question for this council is do we want a written policy? Is it something that deserves an allocation so that it can be done on a regular basis? This issue was raised at the Senate Committee on Planning and Budgeting (SCPB) last year and Holt will provide the draft policy proposal and the comments from the SCPB.

Default voting policy. At several places in the Faculty Code the faculty is given the responsibility for voting on the unit policy. It appears that in some units this doesn't happen (the faculty may give the responsibility to the chair). There are two problems that may need to be fixed: 1) these sections in the Code do not state where the finalized policy is to be kept, and 2) perhaps a default policy should be in the Code if the faculty does not develop a departmental policy.

UW Values/Future Directions. This isn't necessarily an action item, but Holt is looking for suggestions about how to actively involve the faculty in the discussions taking place at the institutional level. The University administration is discussing increasing tuition, increased privatization, etc, in order to maintain the quality at the institution, Holt feels that faculty are not well informed or involved in these discussions. This is an area that directly impacts faculty and Holt would like to find a way to get the faculty energized about this.

#### Enabling Legislation

Richard Ludwig gave a brief history of the enabling legislation at the University of Washington. The Faculty Senate has consistently supported the idea of enabling legislation over the years. Several years ago the Washington Education Association (WEA) and the Washington Federation of Teachers (WFT) sponsored a bill that the faculty at the six Washington State 4-year institutions. The UW could not support the bill for several reasons. This led the Faculty Senate to pass a resolution that specified certain provisions be included in any state enabling legislation. Subsequently, the Faculty Senate chair, Mary Coney, and University President Richard McCormick reached an agreement that the faculty would postpone introducing a bill until the 2002 session and the administration agreed to support the faculty. A group was appointed to develop enabling legislation and that group is in the process of working on a draft bill. The members of the group are Faculty Legislative Representative Richard Ludwig, Secretary of the Faculty Lea Vaughn, Vice Provost Steven Olswang, and Vice President for Human Resources Karen Kavanagh. Olswang explained that the agreement states that there must be a jointly produced bill (between the Faculty Senate and the administration), but that they are optimistic that it can be done.

Haley asked about the FCFA review of the final enabling legislation. Holt explained that his sense was that because it is state legislation and can be changed by the state legislators it would not be productive to have the council review, amend, and vote on the proposed legislation. However, it will be helpful for FCFA to look at the proposed legislation and provide feedback and suggestions, so it will be put as an agenda item for the council as soon as possible. The council members were assured that the principles stated in the Faculty Senate resolution were included in the legislation.

Lea Vaughn notified the council of two other pending issues:

1) She has written an article for University Week about moving towards electronic governance. The official copy of the University Handbook is on the Web. Some changes to electronic methods (e.g., emailing agendas rather than sending through campus mail) can be done now, but some changes (e.g., changes in methods of voting) will need changes in the Handbook. This council may be asked to look at some proposed changes.

Also, questions have come up in preparing to hold elections for senators from the Bothell and Tacoma campuses. It may be that some changes will need to be made in the Handbook. Vaughn isn't sure whether it will be handled through this council or through the new Faculty Council on Tri-Campus Policy.

2) Changes to Chapter 28 (Adjudications) were made several years ago. It may be time to make some minor changes to the language and fix some problems. Vaughn will work with Olswang on that.

Retired faculty who have concerns about retiring with the Emeritus title when they are still working at 40% have approached Olswang. The emeritus is an honorary title, sometimes granted when faculty retire. However, the majority of faculty return to the University in some capacity, and have noted that with an emeritus title they are sometimes less competitive for grants. There has been a suggestion that there be a transition title of "senior" faculty for those faculty who are voted emeritus status while they are employed at 40 percent. This may not be an issue that the council wishes to address, but Olswang was asked to bring it before the council.

Haley responded to these issues by suggesting that the council begin looking at them immediately, and that the council might want to appoint a subcommittee to begin looking at Chapter 24. There was a suggestion that Kate O'Neill chair this subcommittee and the council agreed. After some discussion it was decided that Holt would give his partial list of changes and then the council could decide who else would serve on the subcommittee.

Next meeting

The next meeting will be held on Thursday, October 25, 9:00-10:30 a.m. in 36 Gerberding Hall.

Marilyn Gray, Staff Assistant

Present: Professors: Dziwirek, Graubard, Haley, Jacobs-Young, Kolko, Landis, Luchtel, O'Neill, Roberts  
Other members: Krieger-Brockett, Ludwig, Olswang, Rose, Sjøvik, Vaughn

Absent: Professors: Carr, Kirtley, Kolko, O'Brien, Poznanski, Riley  
Other members: Green