

**UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON FACULTY AFFAIRS  
MONDAY, FEBRUARY 5, 2007  
36 GERBERDING HALL**

Chair Jan Sjøvik called the meeting to order at 10:30 a.m.

**Meeting Synopsis:**

1. Approval of agenda and minutes of the January 24, 2007, meeting
2. Update on the Secretary of the Faculty legislation
3. Report on the work of the joint FCFA/SCPB salary policy committee
4. Old agenda items – review, action plan, and discussion

**1. Approval of agenda and minutes of the January 24, 2007, meeting**

The meeting agenda was approved and the January 24, 2007, FCFA meeting minutes were approved as corrected.

**2. Update on the Secretary of the Faculty legislation**

The legislation appended to the Chair's agenda will go to the SEC for its first reading at the February 12 meeting. Sjøvik reported that Senate Chair Stygall and her cabinet were reasonably supportive of the proposal. Certain members of the cabinet were concerned that the changes did not include recall procedures. Sjøvik will attend the SEC meeting to make the presentation and will take care to indicate that recall procedures will be a part of separate legislation that the Council will now take up. He thanked the Council for their work on this legislation.

**3. Report on the work of the joint FCFA/SCPB salary policy committee**

Sjøvik reported that the joint faculty salary policy committee has met several times, and there are two additional meetings planned. Progress is being made. The focus of discussions has been to come up with ideas on how to deal with salary policy and how best to involve faculty in these deliberations. In response to a request for more specifics regarding the work of the committee, Sjøvik said that the committee is working on language that would not put the University in a position that might lead to a situation similar to the Storti case. This is their short-range goal. Their long-range goal is to draft a salary policy that is more effective in recruitment and retention of faculty. So far the committee has made more progress on their short-term goal. FCFA representatives of this joint FCFA/SCPB committee are Jack Hildebrandt, Míceál Vaughan, and Sjøvik. If the committee develops a proposal to change the *Faculty Code* regarding salary policy, the proposal would likely be vetted by the FCFA.

**4. Old agenda items – review, action plan, and discussion**

Review of RCEP Policy (Reorganization, Consolidation and Elimination of Programs)

Sjøvik distributed copies of *Faculty Code 26.41* and asked Council members to look particularly at the provision for a "PIC" (program identification committee). He questioned if it was appropriate for faculty governance to step in at this early stage of the process, when a college is still deliberating a plan of action. He wonders if there is an

historical basis for the PIC. The request for a review of RCEP came from Senate Chair Stygall who feels there may be some value in providing a less demanding and complex RCEP process when the proposed action is not contentious or controversial. The current process involving the elimination of the department of Pathobiology is a case in point. There is no opposition to this, but those involved must follow procedures developed to scrupulously protect the interests of all parties involved – procedures that take a significant amount of time and resources.

#### Pod-casting and who owns and controls instructional materials put on the Web

Discussion of this item began with a question of whether this should be considered by the Faculty Councils on Educational Outreach or Educational Technology instead. Although these Councils should certainly be in the loop, this question is more a question of faculty rights and should be discussed by FCFA. The main issue is one of control rather than ownership. Sjøvik will revisit the issue with Chair Stygall for clarification.

#### Adjudication and mediation

The emphasis here will be to find ways to make mediation and conciliation a more attractive alternative to adjudication.

#### Emergency preparedness issues

A report of very preliminary discussions of these issues can be found in minutes of the first two meetings of FCFA during this academic year. Further discussions are indicated.

#### Procedures for removal of faculty leaders

Sjøvik announced that this is the topic that will need to be next on the Council's agenda.

The FCFA began its deliberations by addressing which faculty leaders would be subject to these procedures and came to the conclusion that it should be as broad and as general as possible with the hope that it would never need to be used. Leaders that might be subject to this provision would include the Secretary of the Faculty; Senate Chair, Vice Chair and Immediate Past Chair; Faculty Legislative Representative and Deputy Legislative Representative; and Chairs of Faculty Councils and Committees.

In addition to being as broad and as general as possible, it was also agreed that the procedure should be swift, simple and fair.

Following significant discussion, the following questions were identified as those that will need to be addressed when drafting legislation:

- Who has the power to initiate a recall?
- How should recall procedures be organized?
- Who should be subject to the procedures?
- What specific/special provisions would there be for removal of a Senate Chair?
- Should this procedure be centered in the Senate, SEC or both?

ASUW representative Erin Shields described a recently enacted procedure that is now being put to the test in the Student Senate – involving a vote on non-confidence against

both the Chair and Vice Chair of the Student Senate. Council members agreed that it would be useful to follow how that situation plays out.

The bar for a final decision should be fairly high. If approved by a 2/3 majority of the SEC, a confirmation vote of a 2/3 majority of the Senate might be required.

President's Designee Cameron suggested that Sjøvik ask the SEC at its February 12 meeting for input on elements they feel should be included in this legislation.

The meeting was adjourned at 12:00 p.m.

*Minutes by Susan Folk, Assistant to the Secretary of the Faculty,  
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**Present:**

*Regular:* Graubard, Sjøvik, Christie, Scheuer, Callis, Hildebrandt

*President's Designee:* Cameron

*Members of Representative Groups:* Shields

**Absent:**

*Regular:* Gill (excused), Kirtley (excused), Kolko (excused), Vaughan (excused)

*Ex-officio:* Doyle (excused), Cook (excused), Patterson (excused)

