

Faculty Council on Faculty Affairs
Annual Report, 2004-2005
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The Faculty Council on Faculty Affairs met biweekly to monthly throughout the academic year and worked on a number of issues. A majority of the council members attended faithfully and contributed meaningfully to Council discussions. I truly appreciated the help and collegiality of the Council's members and felt privileged to chair this Council.

1. By far the major issue the FCFA worked on was that in response to a Class C resolution adopted by the Faculty Senate. This effort continued the work of the FCFA from the previous year. The Class C resolution directed the Council to look into a settlement with Dr. Richard Winn, a UW physician, and to examine if University of Washington Physicians (UWP) funds were appropriately used; a corollary issue was Medicare misbilling. Every meeting of the FCFA this last year was partially or completely devoted to this issue. Several meetings were devoted to interviews of medical school faculty and one meeting was held to interview Dr. Paul Ramsey, Dean of the School of Medicine (SOM). In preparation for the interview with Dean Ramsey, portions of two FCFA meetings were devoted to developing and editing a list of questions to ask Dean Ramsey. During these discussions, various members of the FCFA contributed substantially to the development of insightful and unambiguous questions.

The FCFA concluded that the 'Winn affair' was the tip of larger systemic problems in UW Medicine. These included issues of faculty self-governance, lack of transparency of administrative decisions, and an atmosphere of intimidation. The FCFA devoted considerable time and energy to try to understand the nature of the Medicare billing fraud case, how and why things went wrong, how decisions were made by UW Medicine administrators to settle and pay for resolution of this case, the nature of the administrative process in UW Medicine and its transparency or lack thereof to the faculty, the extent of faculty self governance in UW Medicine or lack thereof, the financial impact on the faculty of the \$35 million settlement and associated \$27 million in payment of legal fees, and the fairness of the settlement payment plan to the various departments and entities that make up UW Medicine. The FCFA also proposed pro-active steps that SOM and the UW administration might take to improve relations within the medical school, especially between its faculty and Dean Ramsey's office.

A FCFA report dated April 24, 2005 described the findings of the Council and recommended numerous changes in administrative procedures. It was approved unanimously by SEC and presented to the Faculty Senate during their last meeting of the '04-'05 academic year. It will be acted on by the Faculty Senate at the beginning of the '05-'06 academic year.

2. Another issue continued from the previous year was the "A/B Salary" Policy. A previous Council report was reviewed, updated and revised for clarity and a more balanced viewpoint. Near completion of this task, the Council learned that the Board of Deans and the Office of Sponsored Programs were also reviewing salary issues. The Council voted to postpone further action on its final report until learning the substance of the administrative reviews.

3. The Council reviewed possible changes in promotion procedures described in Chapter 24.54 of the Faculty Code. The main issues involved the openness of the promotion procedures and the extent of written documentation, particularly in cases where promotion was denied. After extended discussion over several meetings, the Council was sharply divided about the necessity of making any changes in the Faculty Code and did not take any action.
4. For many years, two Special Committees, the Special Committee on Faculty Women and the Special Committee on Minority Faculty Affairs have reported to the FCFA. It was felt that the work of these Special Committees could be done independently and more efficiently if they were enfranchised Faculty Councils. The FCFA proposed Class A legislation to change their status from Special Committees to full-fledged Councils. This legislation was voted on and approved by SEC and the Faculty Senate.