

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON FACULTY AFFAIRS  
WEDNESDAY, OCTOBER 26, 2005  
142 GERBERDING HALL

Chair Dan Luchtel called the meeting to order at 11:09 am.

Meeting Synopsis:

1. Change in mode of operation for Faculty Council on Faculty Affairs.
2. Update on UW Medicine & Medicare over-billing issue.
3. Grievance Procedures: Develop mediation model vs. the current adversarial model.
4. Salary Issues: A range of salary issues, including revisiting the A/B salary plan.
5. Faculty Status: Status of the more or less forgotten members of our faculty; that is, the lecturers, research faculty, educational outreach faculty, and post-docs.

Announcements, Agenda, Minutes

Each member introduced themselves. Dan Luchtel also announced that Jan Sjavik is the Vice Chair of the Council.

**1. Change in mode of operation for Faculty Council on Faculty Affairs.**

Donna Kerr is implementing a change in the concept and operation of shared governance between the faculty and administration that apparently is in the Faculty Code but not adhered to in the past. Each Faculty Council will have a Presidential Designee so that ideas, issues and proposals from the Councils can be communicated to the administration, gain the administration's input, and thus result in more efficient and timely operation of the Councils. This is an attempt to establish a clear line of responsibility between the Councils and the President. Katherine Graubard was concerned that in the past, communication was from the Council to the administration and not from the administration to the Council. Will this new communication be two-way? Dan Luchtel expressed the hope that Councils will not be driven by administrative agendas and that this Council will remain a "Faculty Council".

Paula Walker asked if ex-officio members have a vote? Dan Luchtel will poll the regular members of the Council and get back with an answer.

**2. Update on UW Medicine & Medicare over billing issue.**

Dan Luchtel will present an update at the Senate meeting tomorrow (10/27) concerning the FCFA report on the Medicare over billing issue. The report recommended changes regarding issues of administrative transparency, structure and finances. Dan Luchtel met recently with Dean Ramsey concerning follow-up of the Council's recommendations and Dean Ramsey is taking the recommendations very seriously. A subsequent report by the UW Board of Medicine had recommendations that substantiated those of the FCFA's report. A third report from the Board of Deans also came out this past summer. Dan Luchtel will continue to monitor progress on satisfying the recommendations of these reports by working with Dean Ramsey.

### **3. Grievance Procedures: Develop mediation model vs. the current adversarial model.**

Alan Kirtley was head of a subcommittee on revising Grievance Procedures but this effort has not progressed. Primary concerns were 1) whether or not the conciliation resolution procedures in the Faculty Code were being under utilized, 2) the lack of Faculty Conciliation Officers, 3) the concern that the playing field in adjudications is not level, and 4) the adversarial nature of the present adjudication process.

### **4. Salary Issues: A range of salary issues, including revisiting the A/B salary plan.**

Donna Kerr told the Council that there is a pool of money set aside to spend on compression and recruitment & retention issues. Cheryl Cameron reported that work is progressing on the development of a University A/B salary plan. When ready, a draft will be shared with the FCFA for review and comment. Katherine Graubard was also concerned about transparency and suggested that the plan be put on the web so everyone will know the University policy.

The Council was informed of the court decision made yesterday (10/25) regarding the 2% merit class-action suit that ruled in favor of the plaintiff.

Donna Kerr addressed the fear of faculty who are on grants that the revised requirements of the FECs will cost them their grants or cause a cut-in-pay. It appears that research faculty paid 100% on a federal grant cannot volunteer time for university service. Todd Scheuer informed the FCFA that the Faculty Council on Research is reviewing these issues. Cheryl Cameron reported that the Effort Reporting Policy for Sponsored Agreements is only in the draft stage and that the Council may want a briefing from Sue Camber.

Miceal Vaughan wanted to know if voting rights should be given to research faculty. David Lovell wanted to know if there was short-time support for faculty if a grant is lost and if there is support for effort to plan for grants? Cheryl Cameron informed the Council that such issues are being considered by the Faculty Council on Research.

### **5. Faculty Status: Status of the more or less forgotten members of our faculty; that is the lecturer, research faculty, educational outreach faculty, and post-doc.**

As Katherine Graubard pointed out there are disenfranchised research faculty, full-time lecturers, post docs and professional staff that are not considered full-members of the department.

A question was asked as to how long a post doc can be employed without giving them faculty status. The Faculty Code provides for post-doc appointments for a maximum of six years.

On the subject of educational outreach faculty there are extension lecturers who do not have standard faculty appointments but are considered Academic Personnel.

Dan Luchtel concluded the meeting by asking the Council to consider these issues and get back to him with their ideas, their availability for service on subcommittees, or any other items.

The meeting was adjourned at 12:15pm. *Minutes by Karen Dy, Assistant to the Acting Vice Provost, [kdy@u.washington.edu](mailto:kdy@u.washington.edu), or 206-543-6617.*

Present:

*Regular:* James Callis, Anthony Gill, Katherine Graubard, Michael Hadjimichalakis, Jacob Hilderbrandt, Jan Sjavik, Todd Scheuer, Miceal Vaughan and Dan Luchtel

*President's Designee:* Cheryl Cameron

*Ex-officio:* Jonathan Lee, David Lovell, Bridget Warbington, and Paula Walker

Absent:

*Regular:* Steven Demorest, Joseph Janes, Alan Kirtley, Beth Kolko, and William Wilson

*Ex-officio:* John Price