

**UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON FACULTY AFFAIRS**

The Faculty Council on Faculty Affairs met on February 8, 2005, at 1:00 p.m., in 26 Gerberding Hall. Chair Dan Luchtel called the meeting to order at 1:06 p.m.

**Synopsis:**

- 1) Update on interview with Dean Ramsay
- 2) A/B Salary Plan
- 3) Promotion Procedures Chapter 24.54
- 4) Salary Policy for Research Faculty
- 5) Proposed on-campus Biohazard Lab
- 6) SCFW and SCMFA proposed Council status

**Update on interview with Dean Ramsey**

Dan Luchtel reminded Council members that the interview with School of Medicine Dean Paul Ramsey, originally scheduled for January 25, has been rescheduled for February 22.

Ramsey has asked the Council's permission to bring two of his staff members, Frank Vincenzi, Vice-Chair of Pharmacology, and Emily Wong, Associate Chair for Clinical Programs, to assist him in answering the Council's questions about the Winn affair. Council members agreed to welcome the additional guests to the meeting, which will take place in Mary Gates Hall, Room 420.

Luchtel has supplied the Council's questions to Dean Ramsey and stressed that he wants the meeting to be positive and helpful to the Medical School. Dean Ramsey's answers will be incorporated into the Winn report to the Faculty Senate.

**A/B Salary Plan**

Jack Hildebrandt introduced alternative text/alternative procedures he recommends for the A/B salary report, to better account for faculty effort. During discussion of these proposed changes, Cheryl Cameron stated that A/B salary is designed to provide a vehicle for retention of faculty who are in danger of being lost to better salary offers. This allows the faculty member to be paid from a combination of state and grant money. Faculty effort remains the same. Katherine Graubard pointed out that Hildebrandt's plan changes faculty effort, so it cannot be used.

Cameron told the Council that the University must remain in compliance with Federal Circular A-21 on these salary matters, and that compliance issues are currently being looked at by the Provost's Office. Cameron asked that the final A/B Salary report be tabled until these issues have been considered by the Board of Deans and the Office of Sponsored Programs. The Council may not want to report on a salary plan that may subsequently be substantially revised or even abandoned in favor of alternative sources of funding for salary increases. The compliance study is being actively worked on, but is not complete. Cameron could not give a timeline or a completion date.

Discussion revealed that the proper procedure would be to postpone, not table, the A/B Salary report. It was moved, seconded and unanimously passed to postpone further action or discussion of the final report until the last FCFA meeting in April. Cameron will keep the Council apprised of progress on the salary plan revision and compliance issues.

**Promotion Procedures, Chapter 24.54**

Bill Wilson's proposed changes to promotion procedures, Chapter 24.54, were reviewed (appendix). Wilson was not able to be present for the review.

During discussion, it was pointed out that the text might be cross-referenced to procedures outlined in 24.57. However, it was noted that the Code Cops dislike cross-references.

Lea Vaughn commented that changes to the Code to require written feedback may not be needed – the current language is intentionally general enough to apply to all schools and colleges, but specific enough to apply to each department. Joe Janes agreed that the Code is drowning in Promotion and Tenure language as it is. Deans and chairs can be more frank with candidates if there is no requirement to provide a written document. Graubard was not sure it is worth penalizing everyone with extra documentation, for the one case where the process doesn't work well.

In the section on self-recusals for conflict of interest, Cameron recommended that "may be excused" be revised to read "shall be excused." This should be the only change in the section, Cameron said. Vaughn asked that the language be revisited when Wilson is present, to make certain the Council understands his concerns and his intent.

Because there were some questions that could not be resolved without further comment from Wilson, Luchtel said he would get back to Wilson before the Council took the proposed legislation any further.

#### **Salary Policy for Research Faculty**

Todd Scheuer and Jan Sjavik will work with Cheryl Cameron on the changes in the salary policy for Research Faculty who lose funding.

#### **Proposed on-campus Biohazard Lab**

Luchtel advised the Council that Senate Chair Ross Heath has referred the issue of the proposed Level 3 Regional Bio-Containment Lab to FCFA for possible study and comment. Luchtel said that the Faculty Council on Research is also working on this issue, so he does not think FCFA should spend time on it.

#### **SCFW and SCMFA proposed Council status**

Lea Vaughn reported that the Senate Executive Committee is considering converting the Special Committee on Faculty Women and the Special Committee on Minority Faculty Affairs to full-fledged Faculty Councils. At present, both Special Committees report to FCFA. For ongoing issues related to faculty affairs, Vaughn recommended a flexible approach to relationships and liaison among the three groups – FCFA, which represents all faculty, might want to have a co-meeting with SCFW to talk about their current work with mentoring resources and with SCMFA about faculty diversity issues.

Becoming Councils will give these two bodies a stronger voice at the table. In addition, this move will spread the Faculty Affairs workload, which is becoming burdensome. SCMFA had new charge language passed two years ago that will suffice for the charge as a Council, but SCFW is drafting a new charge to be added to the Code.

Dina Mandoli, SCFW Chair, said that the idea for becoming a Council (which has been tried in years past) came about after the Senate Executive Committee gave Faculty Councils the vote at SEC meetings. This disenfranchised SCFW and SCMFA, which are not Faculty Councils.

It was moved, seconded and unanimously passed that the Faculty Council on Faculty Affairs supports the Special Committee on Minority Faculty Affairs and the Special Committee on Faculty Women in their proposal to move from Special Committee status to Faculty Council status, and that Lea Vaughn communicate this fact to the Senate Executive Committee at their next meeting.

The meeting was adjourned at 2:45. *Minutes by Linda Fullerton, Recorder.*

**Present:** Ceccarelli, Graubard, Hildebrandt, Janes, Luchtel, Scheuer, Sjavik, Mandoli, Blumenthal, Cameron, Vaughn **Absent:** Demorest, Hadjimichalikis, Kirtley, Kolko, Lydon-Rochelle, Fabien, Roy, Johnson, Stygall, Parks