

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

The Faculty Council on Faculty Affairs met on October 8, 2004, at 8:30 a.m., in 26 Gerberding Hall. Chair Dan Luchtel called the meeting to order at 8:34 a.m.

**Synopsis:**

1. Minutes, voting rights for ex officios, announcements
2. Brief discussion of issues, appoint subcommittees
  - a. A/B Salary Plan
  - b. Appropriate Dispute Resolution
  - c. Winn Settlement/med school faculty self-governance
  - d. Retention funds – faculty salary policy
  - e. Chapter 24 amendments

**Introductions, announcements, minutes, voting rights for ex officios**

Luchtel asked member to introduce themselves. The minutes were approved. Luchtel announced that Beth Kolko has volunteered to be vice-chair.

It was moved, seconded and unanimously passed to grant voting rights to eligible ex officio members Brian Fabien (SCMFA Chair), Dina Mandoli (SCFW Chair), Bob Blumenthal (Emeritus Faculty Rep), Paula Walker (ALUW Rep), Garrett Parks (ASUW Rep), and Melissa Johnson (PSO Rep).

Beth Kolko has agreed to be vice-chair to provide backup.

**Issues and Subcommittees**

**A/B Salary:** Council members reviewed the draft report on A/B Salary Policy, which was written last year as a white paper to daylight the existence of A/B salary options. The document, which reports on existing policy, is intended for publication on the Faculty Senate Website. After general discussion, it was decided that the numbers should be reviewed and updated before the report is published. It also appears that some of the language is not straight-forward and may need to be revised for clarity and a more balanced viewpoint. Luchtel would like the policy report to be reviewed by the Senate Executive Committee before it is posted to the Website – some council members questioned whether the Web is the right place for this information. It would be helpful to get Lea Vaughn's opinion on the material. A subcommittee was formed to revise the draft and bring it back to the council: **Joe Janes, Katherine Graubard, Bill Wilson, Todd Scheuer, and Dan Luchtel volunteered to serve.**

**Appropriate Dispute Resolution (ADR)**

Alan Kirtley worked on this issue last year, but could not attend today's meeting. A report and appointment of a subcommittee was postponed until Kirtley can attend.

**Winn Settlement/Medical School Self-governance**

Subsequent to a Class C Resolution passed by the Faculty Senate, FCFA investigated the Winn settlement to the extent possible and wrote a report on the situation. Luchtel and Kate O'Neill worked on this issue last year, wrote a report and presented it to FCFA for fine-tuning. The report was sent to Medical School Dean Ramsey, who later met with O'Neill and Luchtel to discuss various ramifications of the settlement and faculty governance in the Medical School. Luchtel will update the Winn Report and bring it to the Council based on the meeting. He feels there are still questions to be answered, and is inclined to invite Dean Ramsey to an FCFA meeting for further discussion. **If this is to be effective, the entire council should spend some time formulating appropriate questions to ask Ramsey.**

It would be important to advise Dean Ramsey that FCFA is obliged by the Class C Resolution to report back to the Faculty Senate, that there appear to be some governance standards that are not being met, and that FCFA has some concerns about whether Sarbanes-Oxley guidelines are being met at the Med School and by other similar campus organizations. A subcommittee was formed to work on this issue: **Dan Luchtel, Jack Hildebrandt, and Jan Sjavik volunteered. It is hoped that Lea Vaughn will also participate on the subcommittee.**

**Retention funds (faculty salary policy) and Chapter 24 amendments**

The Council agreed that these issues should be taken up in Winter Quarter. It may be that the Chapter 24 revisions will all be covered by the special dispensation allowed the Secretary of the Faculty to make minor "housekeeping" changes to the Faculty Code.

**WOT/Research Faculty Issue vis-à-vis loss of funding**

Todd Scheuer asked that the Council consider drafting a policy to add to the Faculty Code that would address situations where research faculty suddenly lose grant funding and – in effect - have no job. This can happen despite the fact that a faculty member has spent many years at the University, is well-respected and is doing important work – the net effect is immediate termination regardless of other considerations.

For faculty WOT (without tenure) by reason of funding, there is a provision in Chapter 24.40 that states "departments shall have a process" for dealing with this same situation. However, there is no comparable statement for research faculty. It is not known whether there is data on how many people are affected, but real people are losing their jobs. Scheuer volunteered to do some preliminary work on this issue, sending emails to some deans to find out what policies the different schools and colleges have in effect. This might be an issue in Engineering, Medicine, Dentistry and Public Health, among others. It would be good to clarify whether WOT and research faculty are treated differently, and what mechanisms might be in place for bridge funding.

The meeting was adjourned at 10:00 a.m. *Minutes by Linda Fullerton, Recorder.*

**Present:**            *Regular:* Graubard, Hadjimichalakis, Hildebrandt, Janes, Luchtel, Scheuer, Sjavik, Wilson  
                          *Ex-officio:* Cameron, Blumenthal, Walker, Parks  
**Absent:**            *Regular:* Ceccarelli, Demorest, Kirtley, Kolko, Lydon-Rochelle  
                          *Ex-officio:* Fabien, Mandoli, Johnson, Vaughn, Stygall