Council Chair Rich Christie called the meeting to order at 9:05 a.m.

Meeting synopsis:

1. Approval of the agenda and minutes
2. Report on Senate Executive Committee (SEC) action on senate restructuring
3. Discussion of pending issues list
4. Discussion of Librarian status
5. Faculty Council membership guidance (in the absence of faculty groups)

1. Approval of agenda and minutes

The agenda for the meeting and the minutes of the previous meeting were approved as corrected.

2. Report on SEC action on senate restructuring

Christie reported that the SEC had approved, with a few relatively few, minor revisions, the FCFA proposal to restructure the Faculty Senate, for Senate consideration at its meeting of January 28. One of the changes was the voting status of the Chairs of the Tacoma and Bothell faculty organizations from membership on the SEC without vote to with vote. The sense of the Council was that these individuals are chairs of Councils that are close in stature to the Faculty Senate and should therefore have an active voice in the Senate. It is also the case that faculty on those campuses are generally prohibited from attending afternoon meetings, such as Senate and SEC meetings, because most classes on the Tacoma and Bothell campuses are scheduled in the afternoon and early evening. The prospect of Tacoma and Bothell senators elected at large being able to attend SEC or Senate meeting is remote. The Chairs of those Councils are excused from teaching responsibilities, and are therefore much more likely to be able to attend afternoon meetings.

Discussion then turned to next steps for the proposal going forward and to the strategy for an effective presentation before the Faculty Senate. Christie will be focusing on addressing concerns about the seemingly radical nature and the magnitude of the proposed changes – and why the proposal is required for functional, financial, and administrative reasons. Most faculty are unaware of how the UW faculty senate compares in size with senates at peer institutions. They are also unaware of how and why the growth of the Senate has blossomed over recent years – and of the impact of that growth on administrative processes designed for a much smaller senate.

Faculty Senate Chair Bruce Balick then reviewed his plans to get as much information as possible on the proposal to the faculty at large between now and the Senate meeting on January 28. FCFA member William Wilcock reported that one of the Senators in Oceanography had already sent a message to his constituents reporting on the proposal. Wilcock was asked to send a copy of this message to both Balick and Christie for possible further distribution.

3. Discussion of pending issues list.

Confidentiality as it relates to conciliatory proceedings is being considered by a working group that has been charged with exploring the possibility of revising and combining Chapters 27 (Administrative and Conciliatory Proceedings for the Resolution of Differences) and 28 (Adjudicative Proceedings for the Resolution of Differences) of the Faculty Code. The result of these discussions will ultimately come to the FCFA for review.

A request for FCFA to consider relatively minor changes to the Code related to Promotion and Tenure may be forthcoming.

The Faculty Salary Policy and Executive Order 64 are currently being considered by a task force that will be bringing a draft recommendation to the FCFA for input once it has completed its work. Balick then reviewed the history and complexities surrounding this issue, which is summarized on the Faculty Senate website at: [http://www.washington.edu/faculty/facsen/issues/faculty_salary_policy.pdf](http://www.washington.edu/faculty/facsen/issues/faculty_salary_policy.pdf). Presidential Designee Cheryl Cameron reported that two bills have recently been introduced to the Senate that would have an impact on the work of the task force. One would extend the Governor’s freeze on salaries to June 30, 2011, and the other would establish a temporary furlough program for all state employees. There was some question as to whether faculty would be exempt from the latter.

Christie reported that David Lovell, Chair of the Senate Committee on Planning and Budgeting, has suggested that a change in the relatively newly revised RCEP (Reorganization, Consolidation and Elimination of Programs) procedures may be needed. It appears that by the time RCEP procedures are introduced, decisions have for the
most part already been made, and the RCEP procedures, designed to ensure input from all involved parties, are simply seen as a bureaucratic and needless extension of a process that has already been decided.

FCFA will also be asked for guidance on how to ensure broad representation of faculty appointed to Faculty Councils in the possible eventual elimination of “faculty groups.”

4. Discussion of Librarian status.

Christie introduced John Vallier, the representative from the Associated Librarians of the University of Washington (ALUW) appointed to the FCFA, who is also currently President of that association.

Vallier’s Powerpoint Presentation began by addressing why the issue of the status of librarians has arisen. Faculty status for librarians was proposed by the AAUP in 1947, and the issue was discussed off and on through 1957. In 1959 librarians were denied representation on the Faculty Senate. More recently, in April of 2008, Charles Wilkinson, then chair of the Faculty Council on University Libraries (FCUL), oversaw a motion that was unanimously approved by FCUL to pursue the addition of librarians to the Faculty Senate with full voting privileges. He then gave the Council an overview of the proposal and the current status of librarians in the Faculty Code and University Handbook.

Although 88% of librarians have voted in favor of becoming members of the Faculty Senate, it is unclear what that means. The issue could be as simple as having a vote in the Faculty Senate or as complex as giving librarians full voting faculty status with all its privileges and obligations. Currently the 147 librarians at the UW are considered academic personnel, along with faculty, medical residents, graduate student appointees and postdoctoral fellows engaged in teaching and research programs. But librarians at the UW are not faculty. Librarians, however, are considered faculty at WSU, WWU, and the University of Oregon, among many others.

Vallier then reviewed:
- current procedures for appointment and retention of librarians
- the various ranks of librarians and procedures for promotion
- salary policy for librarians

He noted that librarians have been left out of recent legislation that has extended collective bargaining rights to most UW employees and were also left out of the 2006 retroactive raise and back-pay lawsuit.

He concluded by noting some of the reasons that could be given to include librarians in the Faculty Senate:
- View: Librarians have a broad perspective
- Credentials: Librarians have terminal degrees (MLIS); and many have more
- Activities: many teach, research, publish, etc.
- Numbers: add to the momentum of the Faculty Senate
- Service: librarians have this as a core value
- Colleagues: AAUP is welcoming of librarians
- Stepping stone; eventual faculty status?

Discussion ensued on the pro’s and con’s of each of these reasons and focused on the question of whether this move would ultimately be beneficial to librarians in terms of careers and compensation. Christie suggested there might be other ways to ensure a more effective voice for librarians in shared governance. He suggested more research be done on finding out how this has worked at universities that do include librarians as faculty members. He also suggested working toward clarification of the hopes and expectations of UW librarians in proposing inclusion on the Faculty Senate as well as eventual inclusion as full voting faculty members.

5. Faculty Council membership guidance (in the absence of faculty groups).

This topic was briefly addressed under agenda item number three.

The meeting was adjourned at 10:27.

Minutes by Susan Folk sfolk@u.washington.edu

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<td>President’s Designee:</td>
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<td>Ex Officio:</td>
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