Meeting synopsis:

1. Call to Order
2. Approval of the Agenda
3. Approval of the Minutes from December 19th, 2015
4. Transition Plan
   a. Section 73
   b. Section 77
5. Good of the Order
6. Adjourn

1) Call to order

The meeting was called to order by Chair Joe Janes at 11am. He thanked everyone for attending this special meeting, which was in place of the February 13, meeting cancellation. Janes went on to introduce the new council support analyst Joey Burgess who is replacing Grayson Court.

2) Approval of Agenda

The agenda was approved as written.

3) Review of minutes from December 19, 2014

The minutes from December 19, 2014, will be moved for approval at the January 27, 2015, FCFA meeting.

4) Salary policy – Transition Plan

Chair Janes presented a status update of the faculty salary policy proposal. A major portion of the policy has been reviewed and revised except for bits and pieces of items throughout the document; the council will revisit those areas after the entire document is reviewed. There are also a number of language additions pending that members have worked on outside of council meetings. The last sections to review are 24 – 73 and 24 – 77 the sections describing transition procedures which the group will focus on at today’s meeting. He explained that these sections will sunset after the transition to the new policy is complete.

Chair Janes announced that there will be a Faculty Forum on February 4, 2:45 p.m. – 5:15 in Architecture 147 to discuss the proposed policy. It will give stakeholders the opportunity to discuss the proposal in an open broad area. The forum will be structured by using a panel of 5 faculty and a faculty moderator Pat Dobel from Public Affairs. Members were asked to please attend if possible to hear the discussion and perhaps answer questions faculty might have on the proposed legislation.
Section 24-73 Transition to the New Salary Policy

Subsection 24-73 A.

There was a brief discussion describing concerns about the transition period timeline because of the uncertainty of the HR modernization timeline, which needs to be in place and working prior to transitioning the salary policy, and also the uncertainty of the budget and the possibility of coming up short for funding the transition. Since the ultimate decision resides with the administration and not the council, the members decided it would be a good idea to include a mechanism for extending the implementation.

Changes made to the draft.

- Changed “determine” to “establish.”
- . . . during which the president signs “the enabling legislation” . .
- Add language, 24-73.4 – This timeline may be extended for up to one year by the president with the consent of the SCPB.

Subsection 24-73.B

Remove “it” and replace with “faculty salaries” throughout the section.

Section 24-77 – Transition Period Salary Policy

Janes reminded members that the transition period begins when the implementation date is determined (24-73).

Intro paragraph:

A question was asked if variable adjustments will be permitted during the transition period. Chair Janes wasn’t sure but would provide that information to the council at a later date.

Subsection 24-77 A

This is the section pertaining to the initial assignment of tiers and is meant to be objective and non-controversial as possible.

Removed the word “algorithm” in first paragraph.

Subsection 24-77.A. 1.

- Remove “Seniority-based” and replace with “career-based” throughout the section.
- Remove second sentence and place in commentary.

24-77.A. 2

- Add “primary appointing” in first sentence.
• Remove second sentence in second paragraph and place in commentary.
• Remove “For continuing lecturers . . .” and replace with “tier-eligible . . .” throughout the section.
• Add third bullet in last section “In no event shall the assignment of a tier be construed as the conferral or denial of tenure or promotion.”

**Subsection 24-77.B**

This section is meant to define and set up faculty mandatory reviews.

• Remove first paragraph and place in commentary.
• Remove second paragraph all but first sentence and place in commentary.
• Remove last sentence in third paragraph and place in commentary. (Except for Assistant Professors.)
• Last paragraph, For Assistant Professors, make sure all eligible faculty groups are included in this section.
• Simplify wording in the last paragraph by replacing “coincides with the mandatory consideration for renewal or promotion” and replace with “year shall be determined based on the effective date of the individual’s last appointment or promotion review, and based on a nominal four-year review cycle.”

At the next meeting the council will continue working on this section beginning with 24-77.C – transition raises. Upon completing this last section the Chair will review the entire proposal again and identify the remaining issues to be addressed.

5) **Good of the order**

There was no good of the order.

6) **Adjourn**

The meeting was adjourned by Janes at 12:30.

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*Minutes by Joey Burgess, council support analyst, jmbg@uw.edu*

**Present:**  
Faculty: Joe Janes (chair), Steve Buck, David Goldstein, Lea Vaughn, Carol Landis  
President’s designee: Cheryl Cameron  
Ex officio representatives: Judith Henchy

**Absent:**  
Faculty: Alissa Ackerman, Margaret Adam, Kurt Johnson Chandan Reddy, Lisa Coutu, Gordon Watts  
Ex officio representatives: Julian Rees, JoAnne Taricani, Shannon Harris