University of Washington  
Faculty Council on Faculty Affairs  
December 8th, 2015  
1:30 – 3:00pm  
Mary Gates Hall 224

Meeting Synopsis:

1. Call to order  
2. Announcements  
3. Faculty Salary Policy  
4. Continuing lecturer’s discussion  
5. Good of the order  
6. Adjourn

1) Call to order

Watts called the meeting to order at 1:34 p.m.

2) Announcements

Watts explained he had a meeting with UW faculty member Rebecca Annerud. He explained she had a good insight on Activity-Based Budgeting (ABB), and alerted him to an ongoing practice of UW schools and colleges disallowing the use of tuition waivers. He explained that schools lose funds for the tuition-waived students, as those students do not generate ABB revenue, and take the seats of students who may do so. A member explained he believes this practice is a direct consequence of ABB, as there was not such a severe disincentive before its implementation. Katz explained many poorer students use the tuition waiver to attend higher education institutions like the UW. Another member pointed out that many minority students also use the tuition waiver as a means to attend the UW, and that the waiver is one of the last great “equalizers for the poor.” Katz volunteered to take on the issue outside of the council meeting and report back findings.

Watts explained Cameron has brought lecturer data to the meeting as requested, and this will be analyzed later in the meeting.

Watts noted he has taken winter quarter off from teaching, and will attend FCFA meetings via video conferencing as often as possible. He noted he will also have to leave the FCFA meeting today, and explained Katz will serve as proxy council chair in his absence.

3) Faculty Salary Policy

Watts explained it was clear senators of the faculty senate had looked carefully at the faculty salary policy based on the discussion in the recent December 3rd faculty senate meeting. He noted he is attempting to make contact with people who may have potential amendments to code language.
Watts clarified that the faculty salary policy is officially out of the hands of the FCFA (now that has been sent to the full faculty senate) unless formally sent back to the council. Katz explained he believes the group that understands the policy best are likely FCFA members. He explained he believes he and the council have a part to play while the policy is deliberated in the senate. Watts explained he agrees FCFA members have a strong background with the proposed salary policy, and clarified that if any member would like to make statements in the senate, they should do so as a faculty senator, and should not seek to represent the FCFA.

Watts explained there was a proposed amendment to the proposed salary policy to add additional tiers for certain levels of instructional faculty. Watts noted the argument against the amendment was additional tiers would enable lecturers be kept at their rank for longer periods of time, as they are granted numerous tier raises, but not promotion to a higher rank. The amendment was not officially decided upon by the meeting’s end, and the senate will hold a continuation meeting on December 10th to finish deliberation and vote on the salary policy.

At this time, Watts left the meeting explaining that Katz will serve as the meeting’s proxy chair.

Katz explained the faculty salary policy discussion was wide-ranging in the December 3rd senate meeting. He clarified that the above-mentioned amendment is the only amendment to the policy currently under consideration. Many arguments against the policy stemmed largely from the fact there are no new funds paired with the policy. He noted there are questions of if UW’s professional schools will be able to keep salary levels commensurate with market levels if the policy is to be implemented.

There was some discussion of the FCFA offering its own amendments to the salary policy now that concerns have surfaced. This was ultimately decided against.

Johnson noted the FCFA has no role to play with the salary policy now, unless the senate prescribes one. Katz noted complications have arisen associated with lecturers, and the problem cannot be remedied in the context of a single senate meeting, or several senate meetings, and wondered over other solutions.

Johnson expressed that he does not believe any FCFA member thought the salary policy was perfect upon its passing out-of-committee, but it was as perfect as it would get, and many groups were consulted and compromises struck during its drafting. Discussion ensued, with the council generally agreeing that the policy should go forward as it stands, and if issues become known after implementation, they may be fixed in the future.

Johnson asked what the concerns were for the salary policy relating to lecturer ranks. Katz explained the argument for the additional tiers amendment was that lecturers should have more raise opportunities. The argument against the amendment was that adding tiers incentivizes keeping those lecturers in their ranks and prolonging promotion. Johnson explained it was clear in the meeting that different units use lecturers in different ways; he noted this raises concerns about the overall understanding of lecturer utilization at the UW.
Goldstein explained he wouldn’t want to work to fix the policy in the FCFA, and then have it not be voted in by the senate. He noted he would rather have it be voted in, after which changes may occur as necessary.

A member noted at the University of California (the institution of which the proposed salary policy is largely based) there are six steps for each rank in their salary policy. It is also made clear what the path is for promotion based on these six tiers. Adam noted for the faculty in that system there will be problems of compression, as well. There was some additional discussion of the Provost’s ability to add tiers and alter the proposed salary policy (after implementation) in exceptional circumstances.

Discussion returned to the question of if the FCFA would make a statement to the faculty senate about support for the proposed faculty salary policy. A member noted he agrees with Goldstein in that the policy produced by the FCFA is foundational enough, and that the policy is in a place where a general vote for approval may go forward. It was agreed the policy is representative enough of the proposed “salary policy system,” and the council does not need to offer its opinion of support for the policy, as support is implicit in the passing of the policy out of the council. There was some discussion of consulting with Watts as chair to transmit this viewpoint to the senate on behalf of the council.

There was a recommendation that additional instruction on the policy should be offered if it passes, possibly in the form of town hall-style meetings, as many faculty (and other UW members) do not fully understand the policy.

4) Continuing lecturer’s discussion

Cameron explained she brought data on hiring numbers for all types of lecturers across all UW schools and colleges (including Bothell and Tacoma), as requested by the council in the last meeting (Exhibit 1). Members thanked her for compiling the data set.

Johnson noted that a letter to the UW community from university president Cauce (released 2015-16 AY) has caused positive system changes in his unit. Now, more lecturers are competitively hired, and have the opportunity for promotion. Goldstein explained the situation has also improved in his unit, where 12 to 14 lecturers were put through national elections, with most retaining their promotions. He noted the search process was taxing on the small unit’s faculty, but everyone was very happy with the outcome.

The council then looked at Cameron’s data on lecturers from autumn quarter 2014. She noted she also added UW Bothell and UW Tacoma which were not included in the other taskforce reports reviewed by the council in their last meeting. It was noted columns 0185 and 0115 (FT and PT Lecturers) were not competitive hires.

Cameron noted the numbers seen in this data set show a direct correlation to the provost’s guidelines released and made effective on September 1, 2013 (and subsequently revised). The council noted the improvements are dramatic for a two-year timeline. Goldstein asked where the UW is in regards to its peers relating to numbers of lecturer hires. Cameron noted there is not much peer data in the lecturer track.
Cameron noted after question that the trends seen now will likely continue. She noted university growth is one variable. The council continued to look at the data until the meeting’s end time.

5) **Good of the order**

It was noted the proposed faculty salary policy will be voted on in the December 10\textsuperscript{th} faculty senate meeting, and any interested FCFA members should make a point to attend the discussion.

6) **Adjourn**

Katz adjourned the meeting at 2:46 p.m.

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

**Present:**

- **Faculty:** David Goldstein, Kurt Johnson, Gordon Watts (chair), Aaron Katz, Margaret Adam
- **Ex-officio representatives:** Judith Henchy, Julian Rees
- **President’s designee:** Cheryl Cameron

**Absent:**

- **Faculty:** Alissa Ackerman, Steve Buck, Joseph Janes, Chandan Reddy, Carol Landis, Lea Vaughn
- **Ex-officio representatives:** JoAnne Taricani

**Exhibits**

Exhibit 1 – Autumn 2014-Lecturers by School_fall2015.pdf
## Lecturers By School/College/Campus Snapshot: Autumn 2014

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<th>FT Senior Lecturer (0117)</th>
<th>PT Senior Lecturer (0178)</th>
<th>FT Lecturer: Competitive (0179)</th>
<th>PT Lecturer: Competitive (0140)</th>
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