Minutes
Faculty Senate Meeting
Thursday, October 24, 2013, 2:30 p.m.
Savery Hall, Room 260

1. Call to Order and Approval of Agenda.

The meeting was called to order by Faculty Senate Chair Jack Lee at 2:34pm. The agenda was approved as distributed.

2. Faculty Senate Orientation – Professor Marcia Killien, Secretary of the Faculty.

Secretary of the Faculty Marcia Killien welcomed Senators and presented a brief orientation on shared governance at the University, the operation of the Faculty Senate, and the responsibilities of Senators.


Senate Chair Lee referred the senators to his written report. He reminded attendees of the logistics for being recognized to speak. He introduced Senate Parliamentarian, Joe Janes. Lee discussed "where we are going" as a Senate this year. He mentioned a few issues of importance including academic freedom, faculty salary policy, the status of lecturers, intellectual property, and online education. Lee announced that Provost Cauce has created a joint task force to address policy issues related to online education; the task force will be co-chaired by past Senate Chair Jim Gregory and Betsy Wilson, Vice Provost for Digital Initiatives and Dean of University Libraries.


President Young welcomed the Faculty Senate and thanked Senators for their service to the university. President Young emphasized his appreciation for their cooperation and productivity. He mentioned that the demographics of the new student class are out and that it is a more competitive and diverse class than ever. Young also emphasized the importance of continuing the Husky Promise program. International students are an important piece of education. Numbers are slightly down this year but still high nonetheless. Many alumni abroad are sending their children here and remain committed to the University.

President Young mentioned that we are celebrating veteran’s week. He stated there is an increase in veterans on campus and the importance of ensuring resources to their needs on campus.

Safety, especially preventing sexual assault, is an increasingly important issue for President Young. He plans to look at what the University is doing in preventing and processing incidents. There is soon to be a second report outlining new steps in providing the safest environment possible for students to engage in their educational experience.

As for salaries, President Young emphasized the importance for increasing faculty compensation. He mentioned his hope to reinvest to bring us closer to our peers.

Lastly, Young mentioned the possibility for a budget in Olympia. He thinks there will be some reinvestment in mental health resources, for example suicide prevention training for mental health professionals. He hopes for some investments in targeted areas in the University, and suggested that STEM fields may receive some increased funding.

President Young mentioned that things are going well at the University and despite some difficult points, he is optimistic.

Questions followed:
Q: Are you prepared to say which buildings could be on the budget list?
A: Denny Hall is next on ‘Restore the Core.’ We also expect some biology and other science buildings to be a priority depending on resources available.

Q: Will we be accredited?
A: He believes we will and thought the recent visit by the Northwest Commission on Colleges and Universities (NWCCU) well. There were seven commendations and some recommendations. One of the recommendations was to look at faculty salary policy. The formal report will be forthcoming.

5. Memorial Resolution.

The memorial resolution was read by Senate Vice Chair Kate O’Neill and approved by a standing vote of the faculty:

**BE IT RESOLVED** that the minutes of this meeting record the sorrow of the entire faculty upon its loss by death of these friends and colleagues:

Professor Emeritus James R. Crider of Drama, who died on July 15, 2013, after having served the University since 1952.

Professor and Dean Emeritus Rheba de Tornyay of Nursing, who died on September 27, 2013, after having served the University since 1975.

Professor and Dean Emeritus Brewster Denny of the Evans School of Public Affairs, who died on June 22, 2013, after having served the University since 1961.

Professor Emeritus Edward Gross of Sociology, who died on July 21, 2013, after having served the University since 1965.

Research Assistant Professor Gary B. Hansen of Earth and Space Sciences, who died on September 27, 2013, after having served the University since 1985.

Professor Emeritus Antonin Hruby of Germanics & Comparative Literature, who died on October 2, 2012, after having served the University since 1961.

Professor Toby Saks of Music, who died on August 1, 2013, after having served the University since 1976.

Clinical Professor Emeritus Naomi Sugar of Pediatrics, who died on July 20, 2013, after having served the University since 1991.

Associate Professor Emeritus Valentine Welman of Art, who died on August 14, 2013, after having served the University since 1954.

Professor Emeritus Arthur Whiteley of Biology, who died on April 15, 2013, after having served the University since 1954.

Professor Emeritus Ralph Yuodelis of Restorative Dentistry, who died on August 19, 2013, after having served the University since 1963.

6. Opportunities for Questions and Requests for Information.
      i. Electronic approval of the [May 6, 2013](#), SEC minutes.
      ii. Electronic approval of the [May 16, 2013](#), Faculty Senate minutes.
      iii. Report of Faculty Council Activities. [Exhibit C](#)
   b. Report of the Secretary of the Faculty. [Exhibit D](#)
   c. Report of the Chair of the Senate on Planning and Budgeting. [Exhibit E](#)
   d. Report of the Faculty Legislative Representative. [Exhibit F](#)
Questions:
Q: What happened to the presentation on university sponsorship that was on the Senate agenda presented to the SEC?
A: The presentation has been delayed due to the reorganization of that office.

Comments:
Thanks were expressed to Faculty Legislative Representative Jim Fridley for his recent description of the legislature.

7. Consent Agenda.
   Approve Nominees for Faculty Councils and Committees.  {Exhibit G}

The consent agenda was approved.

8. Announcements.

The Vice Chair Nominating Committee is being formed and will soon be seeking nominations for next year’s Senate vice chair. The ideal candidate would be an accomplished senior faculty member who has served in leadership roles within the University and who has the breadth of understanding to speak for the Faculty across the university. Nominations should be sent to the Nominating Committee, c/o Nancy Bradshaw in the Faculty Senate Office. The Nominating Committee expects to recommend candidates to the Senate Executive Committee at its January 13 meeting.


There was no unfinished business.

    a. Class A Legislation – First Consideration.  {Exhibit H}
       Title:  Changes to 24-33 A Statement of Principle: Academic Freedom and Responsibility.
       Action: Conduct first review of proposal to submit legislation amending the Faculty Code to the faculty for approval or rejection.

Chair Lee summarized the legislative process. The SEC considers Class A legislation twice and the Faculty Senate considers it twice. Substantive changes may only be made at the first consideration.

Former Senate Chair Gregory presented the history, background, and rationale of the proposed legislation on academic freedom. Discussion began in the Faculty Council on Faculty Affairs (FCFA) in 2012 when Janelle Taylor, from the local AAUP chapter, presented a proposal for consideration. FCFA, under the leadership of past chair Gail Stygall, developed legislation that was approved by FCFA. After discussion at the May 8, 2013, meeting of the Senate Executive Committee, a motion was approved to postpone consideration of the legislation to allow the administration additional time to review the legislation and work with faculty on any concerns that might arise from the current wording. A work group appointed by the SEC included Jim Gregory, Gail Stygall, Christoph Giebel and Jack Johnson, President Young’ chief of staff, who developed the amended version that was considered and approved at the October 7, 2013, SEC meeting. However, SEC informally recommended additional language be considered for presentation as an amendment at the Senate meeting.

Therefore, to begin discussion on the Senate floor, Gordon Watts, Chair of FCFA made a motion that was seconded to amend the legislation by striking out “in classrooms” and adding “their teaching” in paragraph 1; and adding “and may not result in adverse disciplinary action or merit evaluation” to the last sentence in paragraph 2.

Discussion of the amendment raised multiple questions and suggestions about correct grammar and meaning of “their” in the amendment. Lee proposed sending these comments to the Advisory Committee on Faculty Code and Regulations for consideration. Several comments were also made in support of the amendment.
The vote on the amendment passed without objection.

Discussion of the motion as amended then ensued. Gregory was asked what objections had been raised by the President. Gregory responded that while some of the specific wording of the proposed amendment had been negotiated, the current version being considered by the Senate is not a substantial change from that originally proposed by FCFA. FCFA chair Watts indicated FCFA believe the changes are an improvement from the original. Provost Cauce expressed some concern about the language in the amendment related to merit evaluation. Concern was expressed by Stroup about language related to communication. Astley expressed concern about tension between academic freedom and intellectual property while several other senators disagreed that there was any conflict. No further amendments were offered. Gregory indicated that President Young has been very supportive of these changes to the Faculty Code from the start. Multiple senators expressed their views that this was an important piece of legislation to support.

The motion passed without objection. Chair Lee asked that suggestions for minor wording changes should be sent to Jack Lee at senate@uw.edu and the suggestions will be forwarded to the Advisory Committee on Faculty Code and Regulations for consideration.

b. Class C Resolution, {Exhibit I}
   Diane Morrison, Faculty Senator, Social Work
   Title: Resolution concerning the University of Washington English Language Lecturers.
   Action: Approve for distribution to faculty

Morrison introduced the motion, it was seconded and she then provided a brief description of its background and rationale. Discussion focused on a debate about whether the English language teachers were faculty or professional staff, with a number of conflicting opinions raised. Questions were raised about the history of their positions and titles, and about the current status of their negotiations with the administration. The appropriate role of the Senate at this stage of the negotiations was also raised. After some discussion, a senator expressed the opinion that the Senate lacked sufficient information to vote on the resolution.

The motion to postpone action on the resolution until the next Senate meeting passed without objection.

11. Good of the Order.

Jack Lee gave a presentation [Exhibit J] about status of proposal to redraft of faculty salary policy.


The meeting was adjourned at 5:10 pm.

Prepared by: Marcia Killien
Approved by: Jack Lee, Chair
Secretary of the Faculty
Faculty Senate
Faculty Senate Orientation
2013-14
Marcia Killien
Secretary of the Faculty

Authorization for the Faculty to Share in the Formulation of Rules

. . . the President authorizes the faculty to share with him and the academic deans responsibility for the formulation of rules for the immediate government of the University....

Executive Order (unnumbered) of the President, May 31, 1956
Faculty Code, Section 13-21

The Faculty Code

- Adopted 1956
- Outlines faculty rights & responsibilities
- Describes shared governance with administration
- Describes faculty organization, including Senate & SEC
- Part of the UW Policy Directory
- Available online: http://www.washington.edu/admin/rules/policies/FCG/FCGTOC.html

Shared Governance

University Faculty Leadership

- Officers of the Faculty
  - University President
  - Vice Chair Kate O’Neil
  - Secretary of the Faculty
  - Marcia Killien
- Faculty Senate Leadership
  - Chair Jack Lee
  - Vice Chair Kate O’Neil
  - SCFR Chair Jim Gregory
  - Legislative Reps Jim Fridley John Tarran
Professional Staff Support for Shared Governance

Nancy Bradshaw
Assistant to the Chair, Faculty Senate

Jed Bradley
Assistant to the Secretary of the Faculty

Grayson Court
Faculty Council Support Analyst

Faculty Committees and Councils

- Faculty Senate
- University Faculty Councils
- Senate Executive Committee (SEC)
- Senate Committee on Planning & Budget (SCPB)
- Advisory Committee on Faculty Code & Regulations
- Academic Standards
- Benefits and Retirement
- Faculty Affairs
- Multicultural Affairs
- Research
- Student Affairs
- Tuition Policy
- University Facilities & Services
- University Libraries
- Women in Academia
- Teaching & Learning

Faculty Senate: Elected Senators

- Ratio of representation 1:40 faculty
- Senators elected by & represent their academic unit (School, College, or Campus) through process determined by the Elected Faculty Council
- Senators elected for 2 year term, with half of Schools/Colleges/Campuses conducting elections each year

Composition of the Senate: With Vote

- University President
- Elected Senators
- Chairs of University Faculty Councils
- Chairs of UWB & UWT faculty organizations
- Chair of Senate, Vice-Chair of Senate

Composition of the Senate: Without Vote

- Chairs of Elected College Councils
- Deans of Schools & Colleges, Dean of University Libraries
- Presidents of ASUW & GPSS
- Secretary of the Faculty
- Faculty & Deputy Faculty Legislative Representative

Faculty Senate: Legislative Arm

- “The primary concern of the Senate is the general welfare of the University.”
- The Senate shall consider the views of all.
- Senators are responsible to the University, the Faculty, and the Academic Unit they represent.

- Chapter 22-37
Classes of Legislation

- **Class A**: Amends Faculty Code
- **Class B**: Amends non-Faculty Code policies (e.g. Academic requirements-diversity)
- **Class C**: Non-legislative actions such as Resolutions; Approval of Committee Reports

Most formality required for Class A Legislation.

Recent Examples of Class A Legislation

- Multi-Year Part Time Lecturer Appointments (2012)
- Increased disclosure during promotion process (2013)
- Academic freedom (today!)

Effective Senate Meetings

Attendance!

Logistics #1

*Rule 5 from Faculty Senate By-Laws*

- A quorum for each Senate meeting consists of a majority of the voting members, except that voting members who have notified the Secretary of the Faculty prior to a Senate meeting of their inability to attend shall not be included in the determination of a quorum for that meeting.

Logistics #2

- If a Senator is unable to attend a Senate meeting, he or she may ask a colleague to attend the meeting to take notes, but these colleagues cannot be considered “proxies” and will not be allowed to vote.

Effective Senate Meetings

Preparation
Logistics #3  Meeting Format

- **The consent agenda**: noncontroversial matters that can be adopted by unanimous consent; these are proposed as a group, and will be approved unless any member objects. Any objection removes an item from the consent agenda and places it first under Unfinished Business.
- **The report format**: most regular reports will be attached to the agenda, and distributed prior to each meeting; though, authors of reports will be available at the meeting to answer questions.
- **The Good of the Order**: an opportunity for the Senate to discuss matters freely, without the strict requirements of having a main motion before it.

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**ALERT!! Materials Provided Electronically**

- Printed agendas or reports are not provided at meetings.
- Please bring laptop or tablet, or print out materials

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**Discussing Proposed Legislation**

Prior to the Meeting:

- Review legislation and its history/rationale
- Discuss with colleagues in your academic unit
- Seek information if you have questions
- Prepare, in writing, proposed amendments

At the meeting:

- Acknowledge preparatory work of Faculty Council, SEC
- Participate in substantive discussion
- Avoid “editing on the fly”

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**Effective Senate Meetings**

Productive discussions
Adhere to parliamentary procedures (“Roberts Rules”)

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**Orientation Packet**

Packet mailed via e-mail that includes:

- Roster of the Senate
- Schedule of Senate and SEC Meetings
- General Information about the Senate
- Explanation of Class A, B, and C legislation
- Glossary
- List of Faculty Councils
- Some basics of Parliamentary Procedure

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**Comments & Questions**
Report of the Faculty Senate Chair
Jack Lee, Professor, Mathematics

Congratulations on your election to the Faculty Senate, and welcome to the first Senate meeting of 2013-2014.

Thankfully, we have at least a temporary budget respite, and after five years of state and federal budget cuts, frozen salaries, increasing teaching loads, and unsustainable tuition increases, we're finally seeing signs of financial recovery. Nonetheless, it looks as if we'll have a lot of work to do this year, mostly continuing work on some important projects that were begun last year under Jim Gregory's excellent leadership.

Here are the top-priority topics that we expect the Senate to be addressing this year:

**Academic Freedom:** The Faculty Council on Faculty Affairs has proposed a major overhaul of the Faculty Code language on academic freedom. The proposed new language is in your packets, and it will come up for a vote in the first Senate meeting.

**Faculty Salary Policy:** One of our biggest projects this year will be crafting a new faculty salary policy. A long-standing problem at the UW has been persistent salary compression for long-serving faculty members, which has kept most senior faculty salaries far below those of our peers even as new faculty are hired in at competitive market rates. A 2000 revision of the faculty salary policy attempted to correct the problem, and had some success for a while in the mid-2000s. But with the recession, the salary situation for faculty has again become dire, and we are at risk of losing some of our most valued faculty members. Recognizing the seriousness of the problem, President Young in 2012 appointed a joint faculty-administration working group to recommend an improved faculty salary policy. That group has been hard at work developing a proposal for a major overhaul of the salary system. I will be discussing the general outlines of the proposal in today's Senate meeting. Soon we will be broadening the discussion to include the entire faculty, and the Faculty Council on Faculty Affairs will be involved in writing code revisions to implement the proposed new policy. With some luck, a specific proposal might come to the Senate before the end of the academic year.

**Contingent Faculty:** Last year, the Faculty Senate highlighted some disturbing trends in the composition of the faculty, including an increasing percentage of faculty members who are non-tenure-track, and an increasing number of lecturers stuck in one-year-at-a-time, non-promotable positions. Some progress was made last spring toward delineating future hiring policies that will help to reverse these trends, but more work needs to be done. It is a priority of the Senate leadership this year to find ways to ensure that most faculty positions are tenured or tenure-track and that non-tenure-track faculty are treated fairly, predictably, and respectfully. Three task forces were created last year (one for each campus) to recommend policy changes regarding lecturers. The Senate will be hearing reports from these task forces during the year.

**Intellectual Property:** A recent Supreme Court decision (Stanford v. Roche) has prompted many universities to reexamine their policies regarding intellectual property created by faculty members in the course of their work. Last November, the Senate Executive Committee created a new committee, the Special Committee on Intellectual Property and Commercialization (SCIPC), “to review all University of Washington policies and practices related to faculty Intellectual Property, including its management and commercialization.” That committee will be reporting to the Senate soon.

**Online Degrees:** Last year, the College of Education initiated a new online-only degree program in early childhood and family studies. This year, UW Tacoma has proposed an online degree in Criminal Justice, and we expect an online Social Science degree to be proposed soon by the College of Arts and Sciences. The faculty will need to keep close watch on these developments and to ensure that the increasing use of online education is carried out in a way that is consistent with the overall educational goals of the university. The Provost and the Senate Committee on Planning and Budgeting are creating a joint administration/faculty task force, jointly chaired by Jim Gregory (SCPB chair) and Betsy Wilson (Vice...
Provost for Digital Initiatives and Dean of University Libraries), which will study the strategic questions and report jointly to the Provost and SCPB.

In addition to these high-priority items, here are some issues that are currently on the “back burner,” but might well come to the fore during the course of the year:

- Housekeeping and consistency changes to the Faculty Code
- Modification of the RCEP (Reorganization, Consolidation, or Elimination of Programs) process
- Criteria for tenure and promotion, especially as they relate to the role of publishers
- Criminal background question on applications
- Branch campus relation to Seattle in curriculum planning and governance
- Contributions from Intercollegiate Athletics to the educational mission of the university
- Does the university’s adjudication procedure need tweaking?
- New university sponsorship policy
- Self-sustaining programs
- Following up on problems with faculty demographics highlighted last year
Report of Faculty Council Activities

Faculty Council on Academic Standards
In addition to normal business reviewing curriculum changes, major topics that FCAS is undertaking are:

1. Implementation of revised satisfactory progress policy
2. Enrollment restrictions imposed on students in fee-based programs
3. Student Effort versus Credits Earned in courses
4. UW Educational Outreach Degree Completion Initiative

Faculty Council on Benefits and Retirement

1. Advocate changing increased faculty contributions at age 50 from “opt-in” to “opt-out.”
2. Provide through the faculty senate process information to faculty regarding benefits and retirement.

Faculty Council on Faculty Affairs

FCFA will be addressing the following issues during the 2013-14 academic year:

1. Faculty salary policy
2. Code cleanup issues
   a. Minor changes to remove out-of-date terminology
   b. Minor changes to clarify Senate voting membership
3. Discussions and perhaps changes to the Faculty Code addressing long standing issues
   a. Contingent faculty – who should have voting rights in the faculty
   b. Adjusting voting procedures for the modern electronic world
4. Changes to the RCEP process

Faculty Council on Multicultural Affairs

Last year, FCMA worked with the ASUW regarding their proposed Diversity Requirement for Undergraduates and assisted the Faculty Senate Leadership to address concerns on faculty demographics.

Faculty Council on Research

The general concern of the FCR is to discuss ways to improve the UW research environment with various administrative units. FCR will review proposals from UW researchers containing restrictions of various sorts (publication policies personnel, data transfer etc.). We will be discussing proposed changes in UW rules regarding the outside activities form and proposed changes in UW rules are published. We will also be concerned with emerging issues regarding OMB, NIH/HHS and NSF and with rules regarding export controls.

Faculty Council on Student Affairs

FCSA continues to conduct discussions on issues pertinent to students, including: recent Senate action on admissions policies and standards; on-going and planned campus renovations; revisions of the Student Conduct Code; the Online Undergraduate Degree Completion initiative; and, staffing the faculty appeal board. The first meeting of the 2013-2014 academic year took place on Tuesday, 1 October at which time Denzil Suite shared his thoughts as the new Vice President for Student Life.

Faculty Council on Teaching and Learning

Activities Carried Over from 2012-2013:

1. Report on Hybrid Online Learning. On April 4, 2013, FCTL chair Jan Carline transmitted to President Young the council’s report on hybrid online learning. The report included five recommendations for
adoption by the university. Members of the council also met with Vice Provost Jerry Baldasty to discuss measures to address the council’s concerns and strategies to increase the recognition of faculty efforts in developing these courses. Vice Provost Baldasty expressed an interest in continued work with the council on this matter.

2. Poor response rates to online course evaluations. Plans for the development of an OEA supported online course evaluation system were discussed extensively last year, with particular concern for the decrease in student response rates when compared to the rates for the formerly used in-class evaluation approach. Guests from the School of Public Health discussed the practice of requiring the completion of online course evaluations before release of grades to students. This method insured a high response rate, and was acceptable to the registrar. It did require a significant amount of staff work to implement. Tom Lewis (UW-IT) raised the possibility of developing a system that would automatically integrate the recognition of a completed evaluation with release of grades in Gradebook.

3. Access to student course evaluations outside UW. In late fall of 2012, Nana Lowell (UW-OEA) learned that students from the Information School had provided public access to results of student evaluations of courses they obtained from a web site with restricted access. The practice of giving access to these evaluations only to individuals with NetIds had been put in place based on discussions in the former Faculty Council on Instructional Quality, after consulting the Attorney General’s office. This was done because of two concerns, the first being potentially inappropriate use of faculty evaluations by individuals not affiliated with the university, and the second being restrictions on the publication of evaluations of teaching assistants included in the bargaining agreements with their union. An inquiry about this matter was referred to the Attorney General’s office for advice. The issue remained unresolved at the end of the academic year.

New Activities for 2013-2014:

Because the Council had not held its first meeting at the time this report was due, little can be said with certainty regarding new activities for the coming academic year. In addition to the usual recurring subjects (teaching and learning technologies, distance education, educational outreach, the online undergraduate degree completion initiative, educational assessment, design and methodology for student course evaluations and events showcasing innovating teaching and learning initiatives), the chair of FCAS has indicated an interest in forming a joint FCAS-FCTL working group to develop definitions of “course” and “credit hours.”

Faculty Council on Tri-Campus Policy

1. Conducting a review of tri-campus information dissemination and faculty member representation between the three faculty governance structures.
2. Reviewing issues related to student conduct code violations and how they are disseminated and treated if/when student seeks cross-campus enrollment.
3. Examination of processes related to cross-campus degrees/minors and role of UW Curriculum Committee.
4. Coordinated Faculty Senate communication of tri-campus awareness regarding governance, policies, new issues, budget, etc.
5. Budget and legislative representation related to tri-campus strategic planning.
7. Examination of variations/changes to faculty handbook that affect UWT/UWB faculty.
8. Cross-campus faculty research activities/opportunities – and an examination of selection processes related to limited submission research applications from the University of Washington.

Faculty Council on University Facilities and Services

This year the Faculty Council on University Facilities and Services (FCUFS) will monitor current and potential construction, including the police station, the Animal Research and Care Facility, Fluke Hall, the Intellectual House, and the Burke Museum. Completed projects at the Stadium and Odegaard Library will be reviewed. FCUFS will continue to follow the West Campus circulation plan and student housing. Continuing transportation issues include the Burke-Gilman Trail, bicycles, parking, Rainier Vista, Sound
Transit stations, and 520 expansion. Childcare for the UW community, the UW Smartgrid Project, and classroom upgrades round out the agenda.

**Faculty Council on University Libraries**

1. Implementation of the Faculty Fund for Library Excellence, as approved by the Faculty Senate. Fund website is located at: [https://www.washington.edu/giving(make-a-gift?source_typ=3&source=LIBFAC](https://www.washington.edu/giving/make-a-gift?source_typ=3&source=LIBFAC)
2. Facilitation of Open Access publishing at the UW. The FCUL will continue to seek to engage faculty and students in submitting documentation of their past, current, and future research (i.e., archival and grey literature) to the open access repository ResearchWorks.
3. Strengthening educational partnerships/ the development of a sustainable academic business plan. The FCUL will continue to investigate ways to bring emerging Libraries technologies and initiatives into UW courses. The strategic plan will consider a wide variety of issues, including fee-based and distance courses and programs.
4. Employment of multi-institutional approaches. The FCUL will provide input to continuing Libraries efforts to lead and leverage multi-institutional Libraries initiatives, related to e.g., the Hathi Trust, the Western Storage Trust, and Orbis Cascade activities.
5. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009 – 2012 discussions on representation of Librarians on the Faculty Senate, the SEC, and on the Faculty.
6. General planning for collections, services, and staff. The FCUL will advise the Libraries on changes in collections, services, and staff in support of its strategic plan and necessitated by continuing budget constraints. Initial topics include the subject librarian framework, physical and virtual space planning, etc.

**Faculty Council on Women in Academia**

1. Efforts to inform and support the actions of the Faculty Senate regarding improving faculty demographics.
2. Survey of Non-Ladder Faculty – Dissemination of the report based on FCWA’s work in 2011-12, and follow up with administration to pursue report recommendations.
3. Faculty Mentoring Program – Development of “Faculty Matters” memos relevant to all faculty, with emphasis on women, garnered from issues raised in FCWA surveys of both ladder and non-ladder faculty.
4. Review of issues relevant to women on campus.

Approved council minutes are available online at [http://www.washington.edu/faculty/committees/councils.html](http://www.washington.edu/faculty/committees/councils.html)
Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. Over the summer the Secretary has met with individual faculty and administrators seeking advice on a variety of matters, including possible RCEP proposals.

2. Faculty Councils have nearly full membership and chairs appointed. Welcome to all returning and new members! The list of members, along with meeting minutes and schedules can be found on our website at http://www.washington.edu/faculty/committees/councils.html. We are seeking, however, additional members and leadership for the Faculty Council on Women in Academia. If you are interested in serving on this council, please contact the Secretary of the Faculty.

3. The Senate Leadership will be meeting regularly throughout the year with Faculty Council Chairs and Chairs of the Elected Faculty Councils of Schools, Colleges, and Campuses (i.e. "college councils") for coordination and information sharing. Specific invitations to these meetings will be forthcoming.

4. Please welcome Jed Bradley as Assistant to the Secretary of the Faculty. Jed has assumed the position formerly held by Alex Bolton who left this fall to attend UW Law School. Jed is a UW alumnus who most recently served as a legislative aide to a state representative in Olympia.

5. The Secretary of the Faculty assisted in writing the UW's accreditation self-study report, outlining shared governance at the university. Senate leadership met with the site visitors from the Northwest Commission on Colleges and Universities and discussed faculty governance, teaching and learning, and faculty issues.
Report of the Chair of the Senate Committee on Planning and Budgeting
James Gregory, Professor, History

The Senate Committee on Planning and Budgeting (SCPB) meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions. All RCEPs (Reorganization, Consolidation, and Elimination Procedures) go through SCPB, as do decisions about salaries, tuition, unit budgets.

At our final meeting of the last academic year (June 28) SCPB approved the provost's plans for budget allocations to academic and nonacademic units, and approved plans for faculty and staff salary increases which took effect this September. This quarter, in coordination with Provost Cauce, SCPB is constituting an Online Education Initiatives taskforce to recommend policies regarding (1) new fully online undergraduate and graduate degree proposals; and (2) MOOCs.

Fall quarter meetings will look into the following:

- Plans to distribute the unallocated portion of the Provost's Reinvestment Funds
- Proposals for unit adjustment salary increases in some colleges
- Implementation of September's salary increases
- The status of Activity Based Budgeting (ABB)
- Response to Washington Future report
- Proposal for new salary policy
- HR/ Payroll replacement project
- Reports on student admissions, financial aid, class size
- UW profile website and Whole U initiative
- Report on research funding decline and Indirect Cost Recovery funds
- Proposal to change Intellectual property rules
- Retention and retirement data
- RCEP: Master of Science in Biology for Teachers
- Report on STEM degree expansion
- Governor's proposed supplemental budget (Dec 10)
Be glad our faculty senate doesn’t drag out its work the way our state legislature does.

The upcoming legislative session is coming on the heels of the marathon session that kept legislators, staff, lobbyists and advocates in Olympia for two months longer than was probably really necessary. Last year’s session required two “overtimes” and did not adjourn for good until June 29th (the regular 105-day, per the state constitution, session adjourned on April 28th). The eventual outcome was very good for the University of Washington but the legislature’s inability to complete their work created lots of stress for all of state government and became daily news and the topic almost daily editorials and op-ed essays well into summer. But the reality is that extra sessions for the Washington State Legislature are the norm and have been for a long time.

Ours is a citizen’s part-time legislature that until 1970 convened only in odd numbered years. Regular sessions were constitutionally 60 days long and until about 1950 extra sessions were called only every few years. But from 1950 through 1969 one or more extra sessions were called following every 60-day regular session. Then, beginning with the 41st legislature in 1969 & 1970, the legislature started convening an extra session in January of every even numbered year. In 1979 a constitutional amendment established that the legislature shall convene a regular session in January every year. So, since the 46th legislature in 1979-1980, each legislature has met for two regular sessions.

The constitutional amendment didn’t eliminate the frequent extra sessions though -- since the legislature began convening every year, only the 59th legislature (2005 & 2006) escaped without at least one extra session.

General elections are held in November of each even numbered year and at that time all of the seats in the State House of Representatives (two-year terms) and half of the seats in the State Senate (four-year terms) are up for election. Thus each new legislature convenes for the first time in January of the odd numbered years. These odd year sessions are 105 consecutive days long. During this regular session the legislature develops and passes a budget for the fiscal biennium that begins on July first of that, odd numbered, year. In the second regular session, the one held in even numbered years, they meet for only 60 days and generally try to focus their attention on needed adjustments to the budget and policies that they passed in the previous year’s long session.

Washington’s 63rd legislature will convene on January 13, 2014, for its short sixty day regular session. Higher education and the University of Washington fared very well in 2013’s combined 153 total days of regular and extra sessions. We are currently planning for the session with optimism that comes from knowing because of the work that we faculty do higher education is being valued perhaps a bit more highly than it has at times in recent years. But we are also respectful of the need for the legislature to be focused on needed adjustments to the budget and policies that they just passed more than they need to be pressing forward with new initiatives.

Please contact Jim Fridley fridley@uw.edu or JoAnn Taricani taricani@uw.edu (your Faculty Legislative Representatives) if you have any questions or concerns regarding issues related to us at UW that may arise with the state legislature or other elected bodies or positions.

You are also invited to send us your non-UW email addresses (it would be good to do this even if you have done so previously). It will enable us to communicate with you a little more freely about matters related to state government, in the off-hours of course, than if we send to your UW provided email account. Please send these to jim.fridley@fridleys.net.
2013 – 2014 Appointments to University and Senate Committees.

Faculty Council on Academic Standards (Meets Fridays at 1:30)

- Don Janssen, Civil Engineering, College of Engineering, as a renewing member for a term beginning September 16, 2013, and ending September 15, 2016.
- Haideh Salehi-Esfahani, Economics, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15, 2016.
- Rob Chin Roemer, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Jeffrey McNerney, ASUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Mel Wensel, UAAC, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Grant Kollett, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Benefits and Retirement (Meets Mondays at 2:30)

- Russell Fernandez, Department of Orthopedics and Sports Medicine, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Gail Joseph, Educational Psychology, College of Education, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Thomas Deardorff, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Alison Navarrette, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Charles Chamberlin, UWRA, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Faculty Affairs (Meets Tuesdays at 9:30)

- Judith Henchy, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Anton Zanotto, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Multicultural Affairs (Meets Wednesdays at 3:30)

- Brett Rubio, Military Science, ROTC, as chair for a term beginning September 16, 2013, and ending September 15, 2014.
- Patricia Devine, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Angela Ginorio, Gender, Women, and Sexuality Studies, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Elaina Lobo, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Research (Meets Wednesdays at 9:00)

- Daniel Vogt, Forest and Environmental Sciences, College of the Environment, as a renewing member for a term beginning September 16, 2013, and ending September 15, 2016.
- Diana Louden, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Christene James, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
Faculty Council on Student Affairs (Meets Tuesdays at 1:30)

- Christine Tawatao, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Jeffrey McNerney, ASUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- LeAnne Jones Wiles, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Teaching and Learning (Meets Thursdays at 10:30)

- Jeff Schwartz, Radiation Oncology, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Jan Spyridakis, Human Centered Design & Engineering, College of Engineering, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Ellen McGough, Rehabilitation Medicine, School of Medicine, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- David Masuda, Medical Education, School of Medicine, as a renewing member for a term beginning September 16, 2013, and ending September 15, 2016.
- Jeffrey McNerney, ASUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Terry Jankowski, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Robert Corbett, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on Tri-Campus Policy (Meets Thursdays at 9:00)

- Sarah Leadley, ALUW, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Rebecca Deardorff, PSO, as an ex-officio member without vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on University Facilities and Services (Meets Thursdays at 10:00)

- Gundula Proksch, Architecture, College of Built Environments, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Chris Byrne, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Paul Zuchowski, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Steve Goldblatt, UWRA, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Faculty Council on University Libraries (Meets Wednesdays at 2:30)

- Joyce Cooper, Mechanical Engineering, College of Engineering, as chair for a term beginning September 16, 2013 and ending September 15, 2014.
- Susan Redalje, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Ellen Barker, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Richard Kirkendall, UWRA, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
Faculty Council on Women in Academia (Meets Mondays at 12:30)

- Alison Mehravari, Graduate and Professional Student Senate, as an ex-officio member with vote for a term beginning September 16, 2013, and ending September 15, 2014.
- Elaine Jennerich, ALUW, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.
- Joyce Agee, PSO, as an ex-officio member with vote for a term beginning September 16, 2013 and ending September 15, 2014.

Senate Committee on Planning and Budgeting

- Katherine Beckett, Sociology, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Mark Haselkorn, Human Centered Design & Engineering, College of Engineering, as a member for a term beginning September 16, 2013, and ending September 15, 2016.
- Paul Hopkins, Chemistry, College of Arts and Sciences, as a member for a term beginning September 16, 2013, and ending September 15, 2016.

Conciliation Board

- Nancy Woods, Biobehavioral Nursing and Health Systems, School of Nursing, for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Joe Janes, Information School, for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Kelly Edwards, Bioethics and Humanities, School of Medicine, for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Cherry Banks, Education Program at UW-Bothell, for a term beginning September 16th, 2013, and ending September 15th, 2016.

Adjudication Panel

- Marieka Klawitter, Evans School of Public Affairs, as a renewing member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Kristiina Vogt, Environmental and Forest Sciences, as a renewing member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Lora Zane, Drama, College of Arts and Sciences as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Chris Hague, Pharmacology, School of Medicine, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Gail Stygall, English, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Margaret Adam, Pediatrics, School of Medicine, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.

Advisory Committee on Faculty Code and Regulations

- Karen Boxx, School of Law, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Sandra Silberstein, English, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.
- Miceal Vaughan, English, College of Arts and Sciences, as a member for a term beginning September 16th, 2013, and ending September 15th, 2016.

Special Committee on Intellectual Property and Commercialization

- Sonja Gerrard, Graduate and Professional Student Senate, as a member for a term beginning September 16, 2013, and ending September 15, 2014.
Background and Rationale

Changes to A Statement of Principle: Academic Freedom and Responsibility
Class A Legislation Proposed by the Faculty Council on Faculty Affairs

Section 24-33 (formerly Section 13-31) is one of the older sections of the University of Washington Faculty Code, first approved by the Faculty Senate and President on April 16, 1956. Much of the language of the document has remained unchanged since that time, although there is a footnote added in 1992 on Faculty/Student Relationships and Conflicts of Interest. The initial date of 1956 indicates that this addition to the Code was adopted after the Red Scare investigations of the Canwell Committee (a state-level legislative committee similar to HUAC). Several professors lost their jobs in this investigation. A statement on academic freedom seemed quite necessary at the time to preclude future investigations that abridged that academic freedom.

More recently, at least one recent Supreme Court decision, *Garcetti v. Ceballos* 547 U.S. 410 (2006), complicated the relationship between the First Amendment and speaking when a public employee. Although academic freedom has not been addressed directly, it became clear that what was not addressed in our academic freedom statement was our role in shared governance. *Garcetti* involved criticism of an elected prosecutor; his firing was upheld. Many faculty have and voice opinions about administrative decisions and much of this is part of shared faculty-administration governance of the university.

Faculty Council on Faculty Affairs also added language taken from the University of Utah’s statement on Faculty Rights and Responsibilities and from the national AAUP. We needed to define what academic freedom is and give examples of some of the situations in which faculty should not be subject to reprisals, punishment, for what they said or for what other people think of what they said.

These are fairly straightforward changes, mostly additions giving a more complete definition of academic freedom.

The final sentence of the section was deleted by the Council’s recommendation. It seemed to the Council to contradict most of what went before it.

We don’t anticipate that we will need to invoke Academic Freedom in the immediate future, but we have been very concerned about both attorneys and those outside the academy not understanding what effect shared governance would have on faculty speech and writing.
Section 24-33. A Statement of Principle: Academic Freedom and Responsibility

Academic freedom is the freedom to discuss all relevant matters in their teaching, to explore all avenues of scholarship, research, and creative expression, and to speak or write without institutional discipline or restraint on matters of public concern as well as on matters related to shared governance and the general welfare of the University.

Faculty members have the right to academic freedom and the right to examine and communicate ideas by any lawful means even should such activities generate hostility or pressures against the faculty member or the University. Their constitutionally-protected exercise of freedom of association, assembly, and expression, including participation in political activities, does not constitute a violation of duties to the University, to their profession, or to students, and may not result in adverse disciplinary action or merit evaluation.

A faculty member’s academic responsibility requires the faithful performance of professional duties and obligations, the recognition of the demands of the scholarly enterprise, and the candor to make it clear that when one is speaking on matters of public interest, one is not speaking for the institution.

Membership in the academic community imposes on students, faculty members, administrators, and Regents an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals and damage institutional facilities or disrupt the classes of one’s instructors or colleagues. Speakers on campus must not only be protected from violence, but also be given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that clearly and significantly impede the functions of the University.

Students and faculty are entitled to an atmosphere conducive to learning and to evenhanded treatment in all aspects of the instructor-student relationship. Faculty members may not refuse to enroll or teach students on the grounds of student’s beliefs or possible uses to which students may put the knowledge to be gained in a course. The students should not be forced by the authority inherent in the instructional relationship to make particular personal choices as to political action or their own roles in society. Evaluation of students and the award of credit must be based on academic performance professionally judged and not on matters irrelevant to that performance. (Examples of such matters include but are not limited to personality, personal beliefs, race, sex, gender, religion, political activity, sexual orientation, or sexual, romantic, familial, or other personal relationships.)

It is the responsibility of the instructors, faculty members to present the subject matter of their courses as approved by the faculty in their collective responsibility for the curriculum. Within the approved curriculum, it is the instructors: faculty members are free to express ideas and teach as they see fit, based on their mastery of their subjects and their own scholarship, which entitle them to their classrooms and to freedom in the presentation of their subjects. It is the responsibility of the instructors to present the subject matter of their courses as approved by the faculty in their collective responsibility for the curriculum. Because academic freedom has traditionally included the instructor’s full freedom as a citizen, most faculty members face no insoluble conflicts between the claims of politics, social action, and conscience, on the one hand, and the claims and expectations of their students, colleagues and institutions, on the other. If such conflicts become acute, and the instructor’s attention to his or her obligations as a citizen and a moral agent precludes the fulfillment of substantial academic obligations, he or she cannot escape the responsibility of that choice, but should either request a leave of absence or resign his or her academic position.

Approved by:
Senate Executive Committee, October 7, 2013

Approved by:
Faculty Senate, October 24, 2013
Class C Resolution Concerning the University of Washington English Language Lecturers

WHEREAS, a union of 70 full-time Extension Lecturers, teach in International and English Language Programs in Educational Outreach and have formed the Union of the American Federation of Teachers/University of Washington English Language Faculty, Local #6486; and

WHEREAS, these Lecturers teach approximately 3500 matriculated and non-matriculated students annually, and enhance the reputation of the UW by presenting at peer-reviewed, international conferences, authoring textbooks, and training English Language Teachers; and

WHEREAS, these Lecturers contribute to the research and teaching mission of the UW by training over 70 International Teaching Assistants (ITAs) every year, many in STEM disciplines; and

WHEREAS, the English Language Programs garner more than $800K annually in operating costs, and return an additional to $200K annually to the UW; and

WHEREAS, after negotiating since March 2012, the UW Administration is now proposing a contract that would: eliminate job stability, or the prospect thereof, for all English Language Lecturers; impose an annual ranking system that is wholly inappropriate in a collaborative educational environment; and allow an arbitrary number of new teachers to be hired in any given contract period; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Washington supports the efforts of American Federation of Teachers/University of Washington English Language Faculty, Local #6486 in their efforts to obtain a fair contract, to better their working conditions and thereby to protect the reputation and standing of the UW as a world class educational institution.

Submitted by:
Diane Morrison, Faculty Senator
Social Work
October 24, 2013
A Proposed Faculty Salary System

The President's Joint Faculty Policy Working Group:
- Susan Astley
- Jim Gregory
- Paul Hopkins
- Jack Lee (co-chair)
- Kate O'Neill
- Gail Stygall
- Mícheál Vaughan
- Cheryl Cameron
- Ana Mari Cauce
- Dave Eaton
- Jack Johnson
- Ruth Mahan
- Jan Ruddle
- Bob Stacey (co-chair)

The 2000 Faculty Salary System

“The fundamental purpose of the University of Washington Faculty Salary Policy is to allow the University to recruit and retain the best faculty.”

Executive Order 64, January 7, 2000

The Main Pillars:
- Promotion Raises (7.5%)
- Regular Merit (min 2%, same percentage to each meritorious individual)
- Additional Merit (variable, same percentage to each department)

Corrective Measures:
- Salary Floors (for each rank, university-wide)
- Unit Adjustments (for departments, justified by comparison to peers)
- Retention Raises (in response to offers, or pre-emptive)

What happened?

“The fundamental purpose of the University of Washington Faculty Salary Policy is to allow the University to recruit and retain the best faculty.”

All too often:
- recruit = hire at market rates
- retain = give retention raises in response to real or potential outside offers
A Proposed Faculty Salary System

“The fundamental purpose of the University of Washington Faculty Salary Policy is to allow the University to recruit, retain, the best faculty.”

motivate, and reward

A Proposed Faculty Salary System

The Main Pillars:

1. Rank Promotion Raises (12%)

2. Merit Tiers Within Ranks (8% raises, approx. every 4 years)
A Proposed Faculty Salary System

The Main Pillars:

1. Rank Promotion Raises (12%)

2. Merit Tiers Within Ranks (8% raises, approx. every 4 years)

3. Market Adjustments (annually to all meritorious faculty, based on CPI)

4. Equity Adjustments (variable, approximately 1% per year on average)

1. Rank Promotion Raises

- For promotions in rank: Assistant Prof → Associate Prof, Associate Prof → Prof, Lecturer → Senior Lecturer, etc.

- 12% raise, to more closely match peer salary profile

2. Merit Tiers Within Ranks

- Each faculty rank will be divided into several "merit tiers":
  - Assistant Professor 1, 2
  - Associate Professor 1, 2, 3
  - Professor 1, 2, 3, 4, 5, 6, 7, 8, 9

- Do away with required annual merit reviews (except for Assistant Prof)
### 2. Merit Tiers Within Ranks

- Each faculty rank will be divided into several "merit tiers”:
  - Assistant Professor 1,2
  - Associate Professor 1,2,3
  - Professor 1,2,3,4,5,6,7,8,9

- Do away with required annual merit reviews (except for Assistant Prof)

- Merit reviews approximately every 4 years, mandatory after 5 years (for Assistant Prof, at time of reappointment)

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- Merit reviews approximately every 4 years, mandatory after 5 years (for Assistant Prof, at time of reappointment)

- Result of merit review can be one of three things:
  - No merit
  - Meritorious, but no tier promotion recommended now
  - Tier promotion

### 2. Merit Tiers Within Ranks

- Each tier promotion comes with an 8% raise (no set salaries)

- The most meritorious faculty will get tier promotions more often than every 4 years, some others less often

- Criteria for a merit tier promotion: continued excellence in scholarship and research, teaching, and service. Outside letters not required.

- Professor 7 is special ("Distinguished" or "Eminent" Professor): signifies exceptional international recognition as a leader in one's field, superb teaching, and exemplary service. Outside letters required.
2. Merit Tiers Within Ranks

- With permission of the Provost, a department can add an additional tier at a given rank (e.g., Associate Professor 4)

- We suggest a cap on tier raises for higher-income faculty: about 8% of the average UW full professor salary (currently 8% x $125,000 = $10,000).

What about inflation?
3. Market Adjustment

- Awarded annually to each faculty member who was declared meritorious in his/her last merit review
- Percentage raise equal to the percent increase in the CPI during the past year.
- This was about 3% per year from 1983 to 2008, 1.5% per year since then; heading toward 2% now.

3. Equity Adjustment

- Variable amount, made available whenever possible.
- Two purposes:
  - To address salary inequities among UW faculty.
  - To ensure average salaries keep pace with those of peer institutions.
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  - To address salary inequities among UW faculty.
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  - Equity adjustment funds need not be distributed as equal percentages to all units.

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- Over the long term, this probably means Equity Adjustments of about 1% per year on average
  - Equity adjustment funds need not be distributed as equal percentages to all units.
  - Only available to those deemed meritorious in their last merit reviews.

Can We Afford It?

The key fact:
At steady state, the rank and tier promotion raises are self-funding.
What happens before we get to steady state?

- Rank + tier promotions cost about 2% of the salary base each year.

- Currently, retirements free up about 1%. 
October 24, 2013, Faculty Senate Minutes

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- Thus, for a while, we need an additional 1% added to the salary pool each year to fund rank and tier promotion raises.

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- Rank + tier promotions cost about 2% of the salary base each year.
- Currently, retirements free up about 1%.
- Thus, for a while, we need an additional 1% added to the salary pool each year to fund rank and tier promotion raises.
- This is the retirement adjustment, also a down payment on closing the gap.

[The adjustment might be lower than 1% for two reasons:
  o Some faculty have delayed retirement because of the recession.
  o A large cohort of baby boomers is nearing retirement age.]

What happens before we get to steady state?

The Cost

The next few years (strategic investment to close the gap in 6 years):

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<thead>
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<tbody>
<tr>
<td>1%</td>
<td>Retirement adjustment (to fully fund tier raises)</td>
</tr>
<tr>
<td>2%</td>
<td>Market adjustment (estimated CPI increase)</td>
</tr>
<tr>
<td>2%</td>
<td>Equity adjustment</td>
</tr>
<tr>
<td>5%</td>
<td>New permanent funds (CPI + 3%)</td>
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The next few years (minimum investment to run the system & not fall behind):

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<tbody>
<tr>
<td>1%</td>
<td>Retirement adjustment (to fully fund tier raises)</td>
</tr>
<tr>
<td>2%</td>
<td>Market adjustment (estimated CPI increase)</td>
</tr>
<tr>
<td>0%</td>
<td>Equity adjustment</td>
</tr>
<tr>
<td>3%</td>
<td>New permanent funds (CPI + 1%)</td>
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Long term, after reaching steady state:

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<tr>
<td>3%</td>
<td>Market adjustment (estimated long-term rate of CPI increase)</td>
</tr>
<tr>
<td>1%</td>
<td>Equity adjustment (assuming peer salary trend continues)</td>
</tr>
<tr>
<td>4%</td>
<td>New permanent funds (CPI + 1%)</td>
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What About Retention?

• We do not propose to put any limits on retention raises. They will still be needed.
• But if this system works as it should, they should become much more rare.
• Any retention raise should be accompanied by one or more tier promotions.
  • E.g., an 8% retention raise comes with a tier promotion. A 16% retention raise comes with a 2-tier promotion.
• Resets the “merit review clock,” and potentially limits the number of future tier promotions.
What About Financial Crises?

- First: Equity Adjustments can be reduced or eliminated by the Provost.
- Second: Market Adjustments can be reduced or eliminated, provided the Provost certifies, after consultation with SCPB, that the default Market Adjustment would impose extraordinary hardship on the university.
- Third: Tier promotion raises can be delayed. Actual tier promotions (which are under control of departments) would go ahead as usual, but the Provost could declare, after consultation with SCPB, that the raises will be delayed. When the financial situation improves, everyone who received a tier promotion during the crisis will receive their raises, but not retroactively.
- Fourth: Rank promotion raises can be delayed, as above.

The Transition

- Two things have to be decided for each faculty member:
  - What is your initial merit tier?
  - What is your initial “clock” setting? (i.e., how soon until your next mandatory merit review?)
The Transition
Assigning Initial Merit Tiers

• Based on two pieces of information:
  o Seniority (years in rank)
  o Salary (relative to others in your department, as an indicator of past merit judgments)

• If these two numbers are different, a choice must be made.

The Transition
Assigning the Next Mandatory Merit Review

• If any of the following have happened in the past four years, your next mandatory merit review is four years after the last such event:
  o Newly hired
  o Promoted
  o Received a retention raise

• Everyone else will be assigned numbers from 1 through 4, evenly distributed among the faculty. (Randomly? Decided by departments?)
The Transition

Assigning the Next Mandatory Merit Review

- If any of the following have happened in the past four years, your next mandatory merit review is four years after the last such event:
  - Newly hired
  - Promoted
  - Received a retention raise
- Everyone else will be assigned numbers from 1 through 4, evenly distributed among the faculty. (Randomly? Decided by departments?)
- If your assigned number is:
  - 1, you will be up for a merit review next year. Good luck!
  - 2, you’ll be up in 2 years, and get a 2% partial tier raise now.
  - 3, you’ll be up in 3 years, and get a 4% partial tier raise now.
  - 4, you’ll be up in 4 years, and get a 6% partial tier raise now.

Biggest Remaining Challenges

- Lecturers:
  - The system should work approximately the same
  - How to fit tier-promotion schedule with reappointment schedule?
- Medical school:
  - Many different funding sources, review mechanisms
  - Which med school faculty should be covered?

Where do we go from here?

Fall & Winter 2013-2014:
- Publicity, feedback, suggestions
  - Written description of the plan should be coming soon, with FAQ
  - Visits to departments, colleges, schools, campuses
  - Web site with space for comments and suggestions
- Writing code
  - Our task force, working with FCFA and the President’s office

Spring 2014:
- Proposed Class A legislation to the Senate
- Full faculty vote

Fall & Winter 2013-2014:
- Publicity, feedback, suggestions
  - Written description of the plan should be coming soon, with FAQ
  - Visits to departments, colleges, schools, campuses
  - Web site with space for comments and suggestions
- Writing code
  - Our task force, working with FCFA and the President’s office

2014-2015:
- Transition year for adapting HR & Payroll systems
- Assign initial merit tiers to all faculty
- Assign initial mandatory merit review years ("setting the clock")

October 24, 2013, Faculty Senate Minutes
Where do we go from here?

**2014-2015:**
- Transition year for adapting HR & Payroll systems
- Assign  initial merit tiers to all faculty
- Assign initial mandatory merit review years (“setting the clock”)

**Fall 2015:**
- System in place

Questions, Comments, Suggestions?

To contact us:
johnmlee@uw.edu