

VII. STANDING COMMITTEE

B. Finance, Audit and Facilities Committee

Budget Update

This will be an oral presentation.
Information will be available at the meeting.

Faculty Salary Policy Status

Proposed New Executive Order: Following the guidance of the Storti ruling, the President and the Chair of the Faculty Senate formed a joint committee to re-evaluate Executive Order No. 64, which required an annual 2% salary increase for all meritorious faculty. The President proposed a new Executive Order suspending this requirement, and the Faculty Senate and other members of the University Community have reviewed it as well.

Faculty Senate Action: At its March 12th meeting, the Faculty Senate took the action that the *Faculty Code* empowers and obliges it to take: together with the President, it reviewed the Executive Order. While most senators understand that saving jobs and programs outweighs the importance of a salary increase, many senators believed they hadn't had enough time to discuss issues with their colleagues, saw no harm in waiting until the legislature provides more definition to our budget, or preferred a one-year over a biennial suspension of the requirement. The Senate Chair and Secretary of the Faculty have notified the President of the outcome of the review. Although the Senate took no formal action on the proposed Order, the President has subsequently consulted with the Senate Chair on its content.

The *Faculty Code*: In 1956, the President authorized the faculty to participate in governing the university because of the responsibility of a community of scholars to apply its knowledge to curriculum, degree and admission requirements, hiring and promotion of faculty as well as recommendations concerning University and campus budgets. Sec. 13-23: Legislative Authority of the Faculty (By Executive Order, 1956; as amended, 2004) *See also* Sec. 13-20 below.

- Because this vital relationship is enshrined in the *Faculty Code*, it can be modified by the faculty only through Class A legislation, which requires two Senate meetings and a vote of all voting faculty.
- It has been proposed that the faculty amend the legislative process so that temporary changes in the *Code*, in response to urgent circumstances, can be enacted more swiftly.
- Sections 24-70 and 71 of the *Faculty Code*, which cannot be amended by Executive Order, do not specify percentage amounts but make general merit increases a stronger requirement than other uses of available funds. These provisions, however, are subsumed under state law so that salary flexibility enacted by the legislature would take precedence.

The President and the Faculty: The *Faculty Code* embodies a fifty-year social compact that unites the President with the Faculty; working together, they are best positioned to reconcile the requirements of the *Code* with the flexibility needed to manage emerging challenges to the welfare of the university.

Section 13-20. General Policy

A university is a community of scholars contributing, each according to his own talents and interests, to the transmission and advancement of knowledge. Because of its diversity of interests a university is a complex organization, not quite like any other in its management, which requires the understanding and good faith of people dedicated to a common purpose. A university administration must seek wisely and diligently to advance the common effort, and the strength of a university is greatest when its faculty and administration join for the advancement of common objectives. Much of the faculty-administration relationship has been established through long experience, and has the weight and good sense of academic form and tradition. But the terms of this relationship are essentially those of spirit, mutual respect, and good faith, and thus must be flexible to meet changing needs. Some of the traditions of the University of Washington are given expression in the pages that follow. Yet these and other common understandings have meaning only to the extent that they reflect the integrity and faith of administration and faculty in the day by day accomplishment of their joint effort.

Carl Allendoerfer
Alfred Harsch
William S. Hopkins
Bretns Stirling
E. Roscoe Wilcox, *on behalf of the faculty*

Henry Schmitz *President, on behalf of the administration*

[Undated: About April 16, 1956]