IAS Faculty Meeting
May 2, 2014

Date: Friday, May 2, 2014
Time: 12:30 – 1:30 pm
Location: KEY 102
NOTE: Highlights indicate actions taken/decisions made

Agenda

1. Announcements & Approval of 4/4/14 Minutes
2. For Discussion: MAIS Steering Committee
3. For Discussion: Salary Process
4. For Discussion & Action: Voting Policy
5. As may arise

Discussion

1. Announcements & Approval of 4/4/14 Minutes
   a. Minutes approved.
   b. Voting policy: Policy to voted upon today
   c. Chamberlain/Jolly vote:
      i. 2nd vote was procedurally questionable
      ii. 2 hires are moving forward with an advisory vote
   d. 2014-2015 searches
      i. Chancellor’s office requested more information on the searches
      ii. Data support of the searches to be provided
      iii. Waiting for final confirmation
      iv. Nominations will be sent out for the search committees for 2014-2015 searches
   e. Bonderman Travel Fellowships
      i. Background:
         1. Each year 14 lucky University of Washington students get to make those decisions as they embark on the adventure of a lifetime. Find out where 2014 Bonderman Fellows are going and why.
         2. The Bonderman Travel Fellowship offers University of Washington graduate students (including those in the Law and Business Schools and other graduate and professional programs) and undergraduate students in the University Honors Program (Interdisciplinary, Departmental or College Honors) and in UW Tacoma’s Global Honors Program an opportunity to engage in independent exploration and travel abroad.
3. Bonderman Fellowships enable students to undertake independent international travel to explore, be open to the unexpected, and come to know the world in new ways. Fellows may not participate in a program or organization, engage in formal study at a foreign university, conduct research or other academic projects, or travel with an organized group. Bonderman Fellowships are intended to introduce students to cultures, peoples, and areas of the world with which they are not familiar.

4. The Bonderman Travel Fellowship program was created in 1995 through a gift from David Bonderman, who earned his undergraduate degree in Russian from the University of Washington in 1963. After graduating from Harvard Law School, he received a Sheldon Fellowship that allowed him to travel internationally, an experience that had a profound impact on his life. Now a successful investment adviser, Mr. Bonderman provides opportunities to current UW students for similarly transformative travel experiences through this fellowship program.

ii. Recipients:

1. Shantelle Johnson
   a. Senior, Environmental Science
   b. Destinations: Cambodia, Thailand, Myanmar, Tibet, India, Sri Lanka, Jerusalem, Turkey, and Bulgaria

2. Nick Rogen
   a. Graduate Student, Social Work / BA, Psychology
   b. Destinations: Cambodia, Thailand, India, Sri Lanka, Madagascar, Zimbabwe, Morocco, and Iceland

2. Merit Review Process
   a. Document Deadline: Friday, May 9, 2014

3. For Discussion: MAIS Steering Committee
   a. MAIS Steering Committee has been discussed with chairs and discussed with the MAIS group
   b. There is a need to move forward to have an MAIS SC to be more supportive of the students
      i. Representative from each division
      ii. Communication and Coordination
      iii. Move towards graduate steering committee
4. For Discussion: Salary Process
   a. Salary work group – Faculty Council’s process
      i. Last year a salary work group made a list of recommendations regarding salaries
      ii. Faculty Council discussed and will make a recommendation on how to allocate increases
         1. Faculty Council discussed this at length and it was decided that we would try this at the retreat this year to see how it works.
         2. Most of the salary discussion happens late winter, early spring quarters and there was some discussion that this might be a more appropriate time for faculty discussion on this topic.
         3. There will be a table posted on the IAS faculty share drive that will contain all current salaries, as well as a table on what type of raises everyone received last year.
         4. IAS Faculty Council thinks that the Faculty Assembly is working on this, but need to check and request them to do if not already in the works.
      iii. Recommendation:
         1. “We recommend that a discussion on salaries be held each year as part of the September retreat, whether or not funds exist for salary adjustment in that specific year.”
            a. Will be discussed at fall retreat
            b. Concern: salary info is announced February or March
            c. Discussion will be philosophical w/o numbers involved.
         2. “We recommend that detailed information be collected and disseminated on lecturers’ salaries at UWT, across the UW system and nationally to be presented to IAS faculty.”
         3. “We also recommend that the number of years of service by rank be considered in the development of an IAS policy on salary adjustment. This issue is a concern in addressing compression, but also for lecturers, some of whom have not had numerous years rewarded.”
         4. “We recommend that equity be given consideration in each salary adjustment to avoid the current situation in IAS where the lowest paid faculty in Assistant, Associate and Full Professor rank, are all members of underrepresented groups.”
            a. As part of the new step system that is being addressed in the UW faculty senate
            b. IAS Faculty Council agrees with this recommendation.
5. “We recommend that in any salary adjustment allocation, that the process implemented seeks to address the widest possible number of faculty whether tenure-track or not.”
   a. IAS Faculty Council agrees with this recommendation.
6. “We recommend specific policies for salary adjustments also consider that for many lecturers the traditional means of salary adjustment (including Compression, T&P, and Equity) do not offer adequate means to adjust lecturers’ salaries.”
   a. A number of these issues are being addressed through the competitive hiring process for full-time lecturers. However, Faculty Council realizes that this hiring process does not address the salary issues associated with existing senior lecturers and will take this into account when reviewing salaries this year.

5. For Discussion & Action: Voting Policy
   a. Definitions
      i. All eligible faculty for this vote is the ENTIRE full time IAS faculty eligible to vote in that quarter.
      ii. Quorum is at least 50% of all eligible faculty.
      iii. Majority is 50% +1 of all eligible faculty.
   b. Fc worked through a new policy
      i. Post all relevant material, which may include search interview committee report, statement of dissent (if any), candidate’s application packet, etc. on Catalyst with a discussion board two business days prior to IAS faculty meeting.
      ii. Have hiring discussion at IAS faculty meeting and summarize the discussion in writing without attribution to individual faculty.
      iii. Post discussion summary on Catalyst after the faculty meeting, closing the discussion board and opening the Catalyst vote for one calendar week.
         1. In cases with a search interview committee report, the vote is to accept the recommendation of the committee.
         2. In the absence of a search interview committee recommendation, a vote will be conducted on an individual candidate.
      iv. In cases with a search interview committee report, if a quorum of all eligible faculty do not participate in the Catalyst vote, a special meeting of the IAS faculty will be called where faculty will vote on the committee’s recommendation.
1. If a quorum of faculty is not present at this meeting, the IAS Director will forward his/her hiring recommendation to the UWT Vice Chancellor for Academic Affairs along with the results of the catalyst vote, a summary of all faculty meeting search discussions and all search materials.

v. In cases with a search interview committee report, if a quorum is achieved and a majority of all eligible voting faculty do not approve the recommendation of the search interview committee, a special meeting of the IAS faculty will held to discuss and vote on the individual candidates for the position. Following this meeting, the IAS Director will forward his/her hiring recommendation to the UWT Vice Chancellor for Academic Affairs along with the results of both the Catalyst vote on the search interview committee recommendation, as well as the results of the vote on individual candidates, a summary of all faculty meeting search discussions and all search materials.

c. Discussion:
   i. Votes will not be at the meetings
   ii. Reminders should be sent out to vote
   iii. Question: If there isn’t a quorum, what happens?
   iv. Question: Should a 2nd meeting be kept?
      1. A discussion is needed to ask why people are not voting
   v. Question: What do you do if after reminders, people are still not voting?
   vi. Interview/search committees provide an option for all faculty to join the committee so that their input is heard. This is designed so that the divisions have input throughout the interview process.
   vii. The process should be for all full time faculty hires as there is no difference between lecturers and tenure track.
   viii. It was recommended to the Faculty Council that the idea is revisited to make this apply to all full-time faculty hires. This suggestion was seconded.
   ix. Opportunity hire or retention may not have a search committee or recommendation.
      1. IAS Faculty Council is discussing this.
   x. It was noted that this is a problematic policy, especially when there is a need to “get something” through the end of the year with pending faculty votes.
   xi. Faculty voting on the policy live:
      1. 0 opposed
      2. 2 abstentions

6. As may arise