Proposed Faculty Salary Policy

Since March 2012, a joint faculty-administration group has been developing a new salary policy proposal for the UW. Jack Lee, Chair of UW Faculty Senate, presented to the Executive Council on the new tri-campus salary policy proposal. The policy created in 2000 reaps a 12% gap between UW salaries and those of peers. The accreditation team and the President have listed this gap as the number one problem at UW; we need to not only recruit and retain, but also motivate and reward faculty. The Proposal consists of Four Pillars:

⇒ Rank Promotion Raises across the board a 12% raise, instead of 4%.
⇒ Tiers Within Ranks. Annual merit reviews would be replaced by “Collegial performance reviews” for individuals approximately every four years, except for Assistant Professors. Highest performing faculty will acquire tier advancements more often to trigger not a specific salary, but rather a specific raise percentage. These reviews would incur four possibilities: a) Initiation of rank advancement, b) Recommendation of tier advancement, c) Finding of unsatisfactory performance, or d) Satisfactory performance, but advancement not recommended at this time.
⇒ Market Adjustments would be awarded annually to faculty members whose performance was declared satisfactory regardless if one receives a tier advancement or promotion.
⇒ Peer-Equity Adjustment will be used within units/schools to address the compression issues amongst a certain group of professors/lecturers over time. Although the work is not finished, a mature draft proposal has come to a stage where the committee would like feedback through a discussion board. There, the working group’s charge letter from President Young; a copy of the latest draft proposal; a slide presentation containing a brief summary of the proposal; and a spreadsheet that you can use to model the effects of the proposed policy in a particular campus, college, or department can be found. This policy is tentative and it is subject to change by the working group, the Faculty Council on Faculty Affairs, the Senate Executive Committee, and the Faculty Senate, and will not become final until approved by the Faculty Senate and President Young. But this has been released to faculty as early as possible.

See the AAUP statement on UW’s faculty salary policy.

Academic Misconduct Procedures and Norms

Ed Mirecki, Dean of Student Engagement presented on Academic Misconduct Procedures and Norms at the Winter Quarterly Faculty Assembly meeting with an update on Academic Misconduct Cases. The process starts with a complaint; documentation (and supporting evidence) of the allegation is/are needed. The Office of Student Engagement reviews and meets with the student to walk through the evidence with an educational conversation. Because of FERPA, reports are redacted to disable any identifying information if a student makes a report. If a case is “report only,” the student is still notified; in either case, the student has the right to review all the material because as a part of their record. Students have the right to appeal within 21 days and/or ask for a formal hearing. Cases may take a month to resolve.

It is the faculty’s discretion how to deal with each case’s grading procedure; if the OSE see that the allegation is substantiated, they may impose sanctions outside of that class’s grading. There are no explicit limits on what faculty can and cannot exercise within their own grading as (a) repercussion.

In discussion, faculty stated their preference to “report only,” especially for first year students, to communicate that early in their academic careers they are times to make mistakes, but not have it rest on their permanent record. There is a recording system to note a pattern for students that have cases that are not substantiated, but have had similar concerns in other classes throughout time. Faculty suggested, in the first days of classes, in students’ earliest classes, the ground rules need to be laid with clarifying information of what plagiarism is. Assignments need to guide students through the process of how to take notes and report sources.

Jill Purdy magnified the importance of faculty educating students on the consequences and solutions. Jill stated that faculty has a lot of latitude in grading and power to make decisions.

See UW’s Faculty Resource on Grading.
Committee for COACHE Initiative begins

Turam Kayaoolu, Nicole Blair, and Sam Chung were selected to form an independent group to study UW Tacoma COACHE data, including the Provost’s Report, and the analysis compiled in VCAA’s First Look at COACHE Results to advise the Executive Council by:

⇒ Using the core values in UW Tacoma’s Mission and vision statements,
⇒ Searching out Strategic Plans Areas in past reports COACHE Results
⇒ Identifying a selection of articles and books,
⇒ Searching for other universities’ reports,
⇒ Contacting UW Tacoma resources such as: Michael Crosby, Academic Affairs Research Analyst; Chris Knaus, Faculty (Faculty Development); Bryan Goda, Faculty Assessment; Tracy Thomson, Faculty Organizational Change; and Ginger MacDonald, Associate VCAA.

Report from APCC’s Chair, Doug Wills

The Academic Policy and Curriculum Committee is responsible for campus-level faculty review of courses, curricula, degree programs and policies. Thus far in 2013-2014, APCC has approved:

⇒ 49 new courses
⇒ 18 course changes
⇒ 60 courses with Diversity Designation
APCC has also evaluated three program changes and two notices of proposed programs.
Because the campus is growing and we anticipate numerous new programs being added in the coming year, APCC is collaborating with UW Graduate School and Associate Vice Chancellor Ginger MacDonald to ensure that its review process is both rigorous and efficient.

Admissions Policies and Procedures

Karl Smith, Associate Vice Chancellor of Student and Enrollment Services and Chief Admissions Officer presented to the Winter Quarter Faculty Assembly on:

Enrollment Growth: 7,000 by 2020 is based on the last few years’ growth.

Community Partnerships: UWT is linked to Pierce County institutions, especially Pierce and Tacoma community colleges.

Pathways to Promise: Pathways with an "s" for transfers, military, online, and all kinds of students. UWT is recruiting at JBLM, the community colleges and the local schools leveraging the UW branding.

Threshold Admission: High-achieving students have been disengaged because they are not challenged, and other students are under-qualified. In 2012, 12.1% of UWT students were below the threshold, and in 2013, it was only 8.3%. First-generation students made up 65.8% of first-time enrolled students of 2013’s Autumn Quarter. Admissions is going to participate in a free threshold study with The College Board to arrive mid-February.

Holistic Review: Every Washington university includes some manner of holistic review. The UWT admissions office takes serious adversity into consideration: those with perseverance and a goal in mind often are the ones to give back to their community and family.

Faculty Involvement: The admissions office is trying to have faculty more involved with students appealing for not being admitted and what prior classes/courses qualify for credit.

Faculty emphasized the connection and concern of access, quality and retention. Expectations of some faculty have changed as they have interacted with more students and have spent more time teaching at UWT. The question is how to manage these goals and how they affect one another. Another concern is bridging the gap between admissions standards and graduation standards.

Intellectual Property Rights

What rights do UW faculty have regarding the work they create for online courses? How are intellectual property rights affected when UW faculty members do Outside Work for Compensation? A UW faculty committee is investigating several issues related to patents, inventions and copyright policy. The latest draft of a revised policy establishes faculty rights to scholarly work including course materials. The Special Committee on Intellectual Property and Commercialization would like to hear from faculty at UW Tacoma regarding questions and concerns about intellectual property. Please see the university’s guide on Intellectual Property Rights and send your comments to our UWT representative on this committee, Ankur Teredesai (Institute of Technology).

Visit the UW Faculty Senate site for Chair Jack Lee’s information.
Thanks to Jill Purdy for this contribution.

Provost’s Online Learning Committee

The Provost’s Online Education Joint Task-Force has been meeting monthly to engage in a tri-campus dialog regarding the role of online education at the University of Washington. The task force is focusing on three areas of overlapping relevance:

⇒ Fully online undergraduate degree programs
⇒ Fully online graduate degree programs
⇒ MOOCs.
They are currently exploring questions related to each of these three areas that will serve to guide our ongoing work of constructing policy and practice recommendations in these areas. Thank you to Jeff Cohen (Social Work) for this contribution.

Click to review a December conversation on online learning. Thanks to Jeff Cohen for this contribution.
Preparing for schools at UW Tacoma

J.W. Harrington, Vice Chancellor for Academic Affairs, presented to the Faculty Assembly on the Formation of Schools at UW Tacoma. J.W. summarized the goals:

- Allow for flexibility and growth within the unit
- Streamline the curricular development and improvement
- Allow the recruitment of deans. If a school has units that want to subdivide, the process needs to be streamlined, straightforward and clear.
- When a unit votes to become a school, only a simple majority is needed to whether or not that unit will become a school.

A question was asked if the funds exist to cover the teaching loads of a unit; becoming a school to cover the need of more faculty and promotions of professor to become deans and chairs. Faculty were concerned about smaller programs in which moving to become a school is a bigger transition and involves more cost and decision making seeing that growth reduces the amount of teaching load that faculty can take on, especially within smaller units. J.W. stated that the bylaws of the school would direct those decisions.

See the discussion on Interdisciplinary Arts & Sciences forming a school.

UW In the High School

Karl Smith, Associate Vice Chancellor of Student and Enrollment Services and Chief Admissions Officer presented at an Executive Council meeting on behalf of Enrollment Services about a program that is nationally-certified and is taught by high school teachers who are trained by UW professors to deliver UW course work. Of the 940 students enrolled in the program so far the average GPA is 3.41. Karl stated that there is possibility of tying into Pathways to Promise.

The state asked Tacoma to run a dual enrollment program, which is particularly popular with minority students. This would mean going after some of the higher-performing students at these high schools. UWT would be able to market and message to the students already interested and would partner with Tacoma.

ma, Puyallup, Peninsula and Federal Way school districts.

One of the appeals to this program is that it reaches back into the K-12 system so that UWT can reach retention goals. Faculty believed this would be a way to honor former UWT chancellor Debra Friedman: to open doors to low-income students in the Tacoma area and added that she would also be excited to see the high achieving student enter our doors. Executive Council held an informal vote to show support for UWHS at UW Tacoma.

Visit the University of Washington in the High School website for more information.

Lecturer Affairs

The Provost has updated policies regarding hiring lecturers. Non-competitive hires should be short-term in nature to fill emergency or short-term needs. Last year, the committee proposed that long-term lecturers, not hired in a competitive process, could transition to competitive multi-term contract lines through a rigorous process without a national search. The Provost rejected the proposal stating it was contrary to federal law. Given the Provost’s position, the UWT Lecturer Affairs committee now sees it as essential to obtain information on the status, current and future, of non-competitively hired lecturers. If the university requires this transition, the committee wants to ascertain the ground rules and have voice-ensuring fairness for the lecturers who have served the university and our students for many years. Additionally, we have also been working to address the issue of part-time lecturers, specifically those who have been working on-campus for many years. These issues affect all three campuses. Last year UWT assumed the lead in pushing for a simplified transition that recognized the service of non-competitively hired lecturers. However, given the decision of the Provost, we have decided the best course of action is to allow the joint Provost/Senate Tri-campus Lecturer committee to meet and make proposals. Once this UW system committee has made proposals, the UWT committee will reconvene to make proposals to our campus.

Thank you to Tarna Derby-McCurtain for this contribution.
We have a new **Administrative Coordinator**! **Mary A. Smith** hails from Yelm, WA, received a B.A. from Western Washington University, has spent time in various countries, worked in non-profits and in education. Feel free to contact her through **email**, a phone call (692-4561), or by visiting the Faculty Assembly office in **WCG 309**.

**Upcoming Events**

**RSVP** for the Tenure and/or Promotion sessions at Anthem Beverage & Bistro for
⇒ Assistant Professors Wed, 2/26, 4-5:30pm  
⇒ Associate Professors, Mon, 3/10, 4-5:30pm  
⇒ Full-Time Lecturers, Wed, 3/19, 3:30-5:00pm

**RSVP** for the Distinguished Faculty Awards Ceremony in the Tacoma Room, Mon, 3/3, 12:30-2:00pm

**RSVP** for Networking and Conversation Opportunities with the Vice Chancellor in the Tacoma Room, Wed, 3/5, 3:15pm