

Faculty Affairs Committee Meeting
Date: Monday January 27, 2014 12:30 PM – 1:30 PM, WCG 322

Committee Members

**Sam Chung (Institute of Technology, Chair), Rupinder Jindal (Milgard School of Business),
Matthew Weinstein (Education),**

Previous Minutes

- **Approval** of 12/2/13 minutes, motioned by , seconded by and approved. 1 vote abstained.

Next Meeting - Winter 2014 Schedule

(Monday, 1/6/14 – Friday, 3/21/14, Next Meeting in Bold)

- *Monday, January 13, 2013, 12:30 PM – 1:25 PM, WCG 322*
- *Monday, January 27, 2013, 12:30 PM – 1:25 PM, WCG 322*
- ***Monday, February 10, 2013, 12:30 PM – 1:25 PM, WCG 322 (Check teh room)***
- *Monday, February 24, 2013, 12:30 PM – 1:25 PM, WCG 322*
- *Monday, March 10, 2013, 12:30 PM – 1:25 PM, WCG 322 (optional)*

Business

1. Lecturer Affairs Committee Meeting

- a. Schedule
 - i. Jan. 15 (Wednesday) at 1:30 pm in SCI 104.
 - ii. Feb. 19 (Wednesday) at 1:30 pm in SCI 104.
 - iii. March 5 (Wednesday) at 1:30 pm in SCI 104.
- b. The FSC chair could not attend Jan. 15 meeting due to his conflicted schedule.
- c. The LAC uses Canvas for meeting - <https://canvas.uw.edu/courses/905317>

2. Executive Council Meeting

- a. Schedule
 - i. Tuesday, January 14, Location TBD, 12:30pm to 1:25pm
 - ii. Friday, January 31, Location TBD, 9:00am to 12:00pm
 - iii. Tuesday, February 18, Location TBD, 12:30pm to 1:25pm
 - iv. Friday, March 14, Location TBD, 9:00am to 12:00pm
- b. The FAC Chair, Sam Chung, attended the EC meeting on January 14, 2014.
 - i. The “7 in 7” information session was requested. However, the EC has its own agenda for 1/24/2014 faculty assembly.
 - ii. The “7 in 7” agenda and its questions will be delivered to the EC Chair (Jill Purdy) and the VCAA (JW Harrington) in 1/31/2014 meeting.

3. UWT Growth Plan - 7 in 7(7,000 students in 7 years, 2014-2020)

- a. Questions
 - i. What is the relationship between proposed growth and the 2008 strategic plan? Is the 7-in-7 goal consistent with the existing strategic plan? Do we expect a new strategic planning process?
 - ii. What does this growth mean for shared governance?
 - iii. How does this growth plan relate to classroom space, staffing, and the 12 month teaching schedule to handle the growth in instructional face time?
 - iv. How does this growth plan relate to class size and the ability of students to form coherent learning communities and to develop relationships with faculty?

- v. How do plans regarding the composition of faculty (full/part; tenure/non-tenure) take into account issues of coherent learning communities and student relationships with faculty?
- vi. How dependent on online learning (MOOCS, hybrids, etc.) is the growth plan?
- vii. How dependent on expansion of the Tacoma Campus (up the hill) is the growth plan?
- viii. Is this growth intended to be geographic as well? Satellite campuses?
- ix. Does this growth plan include residential facilities?
- x. How might we shift the conversation to quality of student life (as a factor of retention & growth)? Do we have the UWT version of “Better Student Life Index”?

Shared resources:

4. Faculty Salary Issue

- a. Launch Survey to Faculty after 1/24/ 14 faculty assembly meeting
 - i. “how well the process worked within units and ask for feedback to identify good practices, areas for improvement and lessons learned.”

Jan 21 (6 days ago)

Jill Purdy via mailman1.u.washington.edu

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to Executive, Faculty

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Dear Colleagues,

Faculty Affairs' assessment of last year's salary process has become more urgent because the review schedule has changed. Salary adjustments will go back to becoming effective July 1 rather than September 1 so decisions will be needed sooner. Please review the message below for more details.

To evaluate last year's salary process and offer advice for this year, we'll need a summary of salary outcomes from 12-13 as well as a copy of the Provost's letter. I'll confer with JW on both and get these to you as soon as possible.

Jill

(Talk to the previous FAC chair)

From: John M Lee [mailto:johnmlee@uw.edu]

Sent: Tuesday, January 14, 2014 7:19 PM

To: Sandra Silberstein; mpurcell@uw.edu; erice@uw.edu; xlpe@uw.edu; Nancy Beadie; reed@uw.edu; jbourgeo@uw.edu; edresang@uw.edu; Lea B. Vaughn; ellencos@uw.edu; wessells@uw.edu; jts@uw.edu; surawicz@u.washington.edu; BRETT RUBIO; gailmk@uw.edu; Nina Isoherranen; pdobel@uw.edu; stergach@uw.edu; contej@uw.edu; lerum@uw.edu; Jill Purdy

Cc: Nancy L. Bradshaw; Marcia G. Killien; James Gregory; Kathleen M. O'Neill; Jed Bradley

Subject: 2014-2015 Salary Adjustments

Dear Elected Faculty Council Chairs,

Provost Cauce has just sent instructions to the deans and chancellors regarding the 2014-2015 salary adjustment process. (It's starting earlier than usual this year, because the plan is to finally go back to having salary adjustments take effect on July 1 instead of September 1.) The basic plan is that there will be 2% "regular merit" (equal percentage to all meritorious faculty), another 2% "additional merit" (which goes as an equal percentage to each unit but can be distributed differentially to individuals based on compression, equity, and merit), and an invitation to deans and chancellors to propose unit adjustments to address the "market gaps" of individual units. All of these salary adjustments for faculty will be funded by the schools, colleges, and campuses themselves.

We want to alert you that the Provost has asked the deans and chancellors to share her instructions with their elected faculty councils, and to consult with the councils about the distribution of the 2% "additional merit pool," about whether unit adjustments are warranted,

and, if so, about how they should be distributed. In particular, this means that your council should have a chance to examine the peer salary comparisons provided by the Provost's office, which are to be used as a basis for deciding about unit adjustments. If you don't receive a copy of the Provost's letter within a week or so, please ask your dean or chancellor for a copy, or contact one of us.

We encourage you to look over Sections [24-55](#) and [24-71](#) of the Faculty Code, where the procedures for allocating salary increases are described in detail.

If you have any questions, please feel free to contact us.

Jack Lee
Faculty Senate Chair
Professor of Mathematics

Marcia Killien
Secretary of the Faculty
Professor of Family & Child Nursing

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