

## Faculty Affairs Committee

Date: Monday October 14, 2014 12:30 PM – 1:30 PM, WCG

Attendees:

- Sam Chung, T. Diehm (representative from Lecturer Affairs), A. Wessells, J. Rios (by phone), K. Haerling

Next Meeting:

- Monday October 28, 2014 12:30 PM – 1:30 PM, WCG

1. Report from Lecturer Affairs (T. Diehm)
  - Draft a proposal to FA around having a standing lecturer member of Faculty Affairs
  - L. Sundermann and T. Derby-McCurtain chairing Lecturer Affairs Committee
  - Prioritizing working with FA and administration around future lecturer hires; last year was primarily dedicated to looking at full time lecturer issues; this year to start looking at part time lecturer issues; focus on diversifying faculty and EOE
  - First Principal Lecturer application has been submitted and others are on the way
  - J. Clark to attend next FA meeting; S. Chung to attend next LA meeting?
2. FA priorities from J. Purdy:
  - investigating the within-rank promotion changes being discussed for tenure track ranks
    - A. Wessells to send minutes from UW Senate discussing these issues
    - Within and across rank salary discrepancies
    - Does this replace merit and cost of living raises?
    - How does this affect faculty and student RETENTION
  - looking at teaching evaluation reporting (adjusted medians) and possible digital administration
  - investigating COACHE results related to faculty morale
  - investigating impact of 7 in 7 on faculty composition and growth
3. Committee members to take these proposed agenda items to respective faculties for input

## Meeting Minutes of LAC

Date: Wed, 9 Oct 2013 14:56:13 -0700

From: Elizabeth Sundermann <[libisun@uw.edu](mailto:libisun@uw.edu)>

To: Donald Chinn <[dchinn@u.washington.edu](mailto:dchinn@u.washington.edu)>,

Joanne Clarke Dillman <[jclarked@u.washington.edu](mailto:jclarked@u.washington.edu)>,

Linda <[lishem@u.washington.edu](mailto:lishem@u.washington.edu)>, michael honey <[mhoney@uw.edu](mailto:mhoney@uw.edu)>,

Roseann <[ROSEANN@uw.edu](mailto:ROSEANN@uw.edu)>, Tarna Derby McCurtain <[derbyt@uw.edu](mailto:derbyt@uw.edu)>,

Tom <[tdiehm@uw.edu](mailto:tdiehm@uw.edu)>, William Kaghan <[wkaghan@u.washington.edu](mailto:wkaghan@u.washington.edu)>,

Katie A. Adamson <[kadamson@u.washington.edu](mailto:kadamson@u.washington.edu)>

Subject: Notes from LA meeting 10/9

Hi all,

For those who could not make it today or would like a summary here are the key points we discussed:  
LA Roles: Libi and Tarna: co-chairs; Tom rep to FA; Tarna rep to EC; Libi rep to Senate

1. Draft a proposal to FA, then EC, to have a standing lecturer member on EC. (This comes from EC and so needs to be addressed) Tarna will get in touch with Jill Purdy and work on this (Thanks Tarna!)
2. Act as gatekeeper on new procedures for hiring new lecturers (competitive and non) Agreed: key point here is that we need to have JW make a statement of general procedures/policies although we know that different schools may handle things slightly differently. We agreed to brainstorm issues about existing lecturers (spring searches, etc.) to be addressed for next time and invite JW to our third meeting. (Libi will invite) This may include:
  - a. procedures stated by the Provost for new lecturers (comp or non) necessarily apply to existing lecturers
  - b. So, then, what will the procedures be?
  - c. JW has authorized searches for the spring to stabilize existing non-comp positions--what will the procedures for those searches/hires be?
  - d. Other issues/questions surrounding existing lecturers
3. PART-TIME LECTURERS: this is supposed to be on the table this year for us and for the system. We discussed this briefly but wanted more representation from our PT members/faculty. Some ideas to get feedback: a survey; an open forum; inviting more PT members to LA (formally or informally); gathering info from each of our departments) This is something Tom could talk to FA about; Tarna to EC and Libi to Senate.
4. A concern has been raised that women are not seen as a minority in the profession because so many lecturers ARE women which some have interpreted as an abundance of women (a good thing for diversity in gender) and others see as a problem (e.g. women are over represented in the lowest rung and in a job category with serious issues for benefits and stability.) We discussed this briefly at the end of the meeting. A point raised was that filling the lowest ranks with "diversity" faculty (women or other) was perhaps a cheap way to show that a campus faculty was diverse without opening TT ranks to them. Also noted the discrepancy re women: contradiction that having lots of women lecturers (many non-competitive) did not solve of the problem of bringing women into the faculty. We want to continue this discussion and perhaps issue a statement.
5. We talked today about the possibility of examining proposal for a step-rank salary model, as an issue of interest this year for FA. Here are the UW Faculty Senate minutes from the meeting where this was raised (4/25/13); see the first long paragraph in the chair's report, page one.  
[http://www.washington.edu/faculty/facsen/senate\\_minutes/12-13/senate\\_042513](http://www.washington.edu/faculty/facsen/senate_minutes/12-13/senate_042513).

[pdf](#)