

Faculty Affairs Committee Meeting
Date: Monday October 28, 2014 12:30 PM – 1:30 PM, WCG 322

Members

Sam Chung (Institute of Technology, Chair), Rupinder Jindal (Milgard School of Business),
 Katie Haerling (Nursing), Jose Rios (Education), Riki Thompson (Interdisciplinary Arts & Science)
 Anne Wessells (Urban studies & Social Workers),

Autumn 2013 Schedule (Next Meeting in Bold)

- *Monday, October 14, 2013, 12:30 PM – 1:25 PM, WCG 322*
- *Monday, October 28, 2013, 12:30 PM – 1:25 PM, WCG 322*
- **Monday, November 18, 2013, 12:30 PM – 1:25 PM, WCG 322 (Katie Haerling as an interim chair)**
- Monday, December 2, 2013, 12:30 PM – 1:25 PM, WCG 322

Attendees:

- Sam Chung, Ann Wessells, Jose Rios (by phone), Katie. Haerling, Joanne Clarke Dillman (representative from Lecturer Affairs), Rupinder Jindal, Riki Thompson

Approval of 10/14/13 minutes:

Motioned by Ann Wessells, Seconded by Riki Thompson

Agenda

1. Committee chair confirmed- Sam Chung
2. Faculty Affairs 2013-2014 Priorities (WebQ Survey)
 - a. R. Thompson created Catalyst survey to get input about FA priorities from programs.
 - b. Individuals to present in faculty meetings and distribute survey to respective programs.
 - c. URL: <https://catalyst.uw.edu/webq/survey/rikiliki/216885>
3. FA priorities from programs:
 - Committee members to take these proposed agenda items to respective faculties for input.
 - Nursing gave response on priorities
 - IAS, Business, Social Work, Ed, and IT will get response on priorities from programs and report back next meeting.
 - Nursing (Katie Haerling)
 - Priority#1. Investigating COACHE results related to faculty morale and what to do about the identified issues
 - Comments about other options for FA priorities:
 - Consider response rates related to electronic administration of course evaluations and opportunities for written comments;
 - Investigating impact of 7 in 7 on faculty composition and growth-program specific growth, urban serving campus identity, opportunities for hires that cross programs
 - All other programs will respond their priority by November 15, 2013.
4. Survey Questions are discussed further.
 - a. Investigating the within-rank promotion changes being discussed for tenure track ranks

- A. Wessells to send minutes from UW Senate discussing these issues.
 - 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/facsen/senate_minutes/12-13/senate_042513.pdf
- b. Faculty Affairs Committee needs your help to find priorities. (check the attached below.)

FAC Survey

The survey needs just less than 5 minutes.
It will be closed on this coming Friday 5:00 PM (11/15/2013)
If you have any question, please let me know that.

Please visit this WebQ Survey and select your priority
at <https://catalyst.uw.edu/webq/survey/rikiti/216885>

The committee considers four agendas:

- 1) Investigating the within-rank promotion changes being discussed for tenure track ranks
- 2) Looking at teaching evaluation reporting (adjusted medians) and possible digital administration
- 3) Investigating COACHE results related to faculty morale
- 4) Investigating impact of 7 in 7 on faculty composition and growth

1) Investigating the within-rank promotion changes being discussed for tenure track ranks

This is related to the potential proposal for a step-rank salary model. It was raised at the UW faculty senate on 4/25/2013. Please see the first long paragraph in the chair's report on page 1 in the minutes available at: http://www.washington.edu/faculty/facsen/senate_minutes/12-13/senate_042513.pdf.

Specifically, this is the paragraph:

“Report of the Chair – Professor James Gregory. [Exhibit A]

Gregory shared salary news that new data indicate that much ground has been lost compared to peers over the past 5 years. The progress made in the early 2000s has been lost. Average salaries and the average of the 11 global challenge state flagship institutions have been compared; UW faculty salaries were as close as 6.5% in 2008, there is now a 11.4% gap overall; full professor salaries would need to increase 16% to reach the peer average. The UW is third from the bottom in overall salaries; dead last in full professor salaries. The salary working group is talking about a proposal that would dramatically rearrange our salary system. Planning is just beginning and nothing would happen for several years. Gregory briefly shared a profile of the working group's thinking in order to start getting some feedback; the group is proposing what they are calling a Merit-Tier system. The key idea is that faculty would no longer have yearly merit reviews. Instead everyone would be reviewed at a 3-5 year interval and that meritorious faculty would receive a 10% salary increase. There could also be market/equity adjustments. This would make the rewards system more predictable and transparent and hopefully reduce compression, reduce retention issues, and improve morale and performance. Gregory iterated that everything is fluid. If there is interest in a policy like this and if there is an ok from the regents, next year would begin the long process of writing legislation and sending it through the senate and to a vote of the faculty.”

2) Looking at teaching evaluation reporting (adjusted medians) and possible digital administration

This is related to proposed changes in the way teaching evaluations are administered and reported.

3) Investigating COACHE results related to faculty morale

As the name suggests, this is related to investigating COACHE results in depth.

4) Investigating impact of 7 in 7 on faculty composition and growth

This is related to the goal of having 7,000 total students at UWT by the end of next 7 years.