From:	Uwtfac on behalf of Zoe Barsness
To:	"uwtfac"
Subject:	[Uwtfac] Update on Continuation of Senate 4/24/2014 Meeting
Date:	Friday, May 02, 2014 3:14:31 PM
Attachments:	senate_042414.pdf Untitled attachment 00244.txt

Dear Colleagues,

As Libby initially reported, the UW Senate held a continuation meeting yesterday, May 1 to wrap up several legislative issues on its 4/24 agenda. Here is a report on those proceedings.

The senate completed its **initial review of the proposed Class A Professor of Practice Legislation** (see exhibit F in attached agenda). Given this was the senate's first review of this legislation, the legislation was open to amendments.

Gordon Watts, the Chair of the FCFA and Kurt Johnson a member of the FCFA continuing for Gordon provided some background on the proposed legislation. Motivation for the introduction of a new position to the faculty ranks came in response to a request from the Board of Deans. The Board of Deans asked the FCFA to provide mechanism for bringing into the faculty individuals with distinguished service and careers in other domains to teach and do research (e.g., former CEOs or high level government officials, judges, renowned practitioners, journalists with a national reputation etc.). Interest in these positions is high among professional schools, including the Law, I-School and Medical School. The FCFA reviewed the use of such titles such as "Professor of Practice", explored how they are used at other peer universities. The FCFA in its extensive discussions and research considered the impact of formally introducing such a position at the UW on the erosion of tenured ranks. Anticipation was that these appointments will be used sparingly and require faculty votes from the unit, college and provost. So, the FCFA concluded there would some safeguard against use of the rank invading and eroding tenure ranks.

During the Q&A session, senators raised questions as to the number of such appointments at peer institutions and expected at the UW, implications for intellectual property requirements for faculty, the appropriate placement of this rank within the overall hierarchy of faculty ranks at the UW, and whether or not individuals holding such a position should have voting privileges. Responses to these queries indicated that use at peer institutions was limited and ranged from 1 to 20 depending on the institution. There was widespread support for the creation of a new rank along these lines among senators from the professional schools. Provost Cauce emphasized the use of such appointments for individuals who do not fit any of our current titles and who we do not expect to be looking for RRFs or promotion or tenure. The FCFA had made a conscious decision not to set limits on the number of appointments to this rank in the proposed code in order to preserve flexibility and control at the unit level; instead the proposed code language in the legislation was focused on description with the intent of leaving the appropriate number of appointments to this rank to the discretion to unit.

Several amendments were proposed including the following:

- Placement of the Professor in Practice rank as superior to Senior Lecturer and subordinate to Principle Lecturer (Approved)
- Re-designation of the Professor or Practice" title as "Practitioner in Residence"

(Failed)
- Provision of voting privileges to holders of this rank (Failed)

The faculty Senate voted in favor of submitting the amended legislation to the faculty for approval. The proposed legislation with come before the senate one more time at the May meeting for an up or down vote. If approved, it will proceed to the faculty as a whole for a vote of approval.

CLASS C legislation - Transgender coverage resolution.

The Chair of the Council on Benefits and Retirement presented this Class C legislation. He reported that the Council heard testimony from transgender faculty and staff about their situation in regards to health care coverage. The council felt it was a fairness issue and determined that while we as a faculty cannot change the state medical plan, decided that the resolution was an important way in which the faculty could add its voice to those of others who are calling for change. The Legislation passed.

Q&A Faculty Salary Policy Proposal

The senate closed its continuation meeting with a discussion of the Faculty Salary Policy Proposal. The working committee is currently drafting new code language to support the policy change. Several senators indicated some confusion about intent of the proposed Faculty Salary Policy. Jack Lee, the senate chair indicated that proposed policy focuses on assuring regular merit raises and also assuring regular tier raises that will mitigate salary compression across ranks for loyal faculty. The new policy is also intended to provide additional opportunities for advancement within our ranks beyond the two opportunities provided under the current system. Senators from several small units expressed concern about where funds for raises would be coming from given that much of the money in the pool designated for tier raises is to come from retirements and these are “lumpy” events, especially in smaller units. Provost Cauce responded that the UW plans to set aside a reserve fund just for this purpose and will do some actuarial analysis to determine how to fund this pool appropriately.

In terms of a timeline for this legislation, the expectation is that Class A legislation with new code language regarding the faculty salary policy will be presented to the senate early next fall with hopes for conducting a full faculty vote on the legislation by the end of the fall term. If the legislation passes by end of fall, then the institution will transition over to the new system in the Winter and Spring quarters (e.g., retooling HR procedures). The transition plan will require faculty within departments to choose 2 numbers for each faculty member (1) their initial tier and (2) the time to their next mandatory collegial review. Transition raises depending on the tier assigned and that time to review will be made. These raises would take effect in July of 2015.

Jack again encouraged faculty to post comments and questions about the proposal on the goal post board (https://catalyst.uw.edu/catalyst/chooser/4adf829da75b124cf3155f23b85285e8)
The continuation Senate meeting was adjourned at 4:00 p.m. The final senate meeting of the year will be on May 15. If you have questions or comments, please contact me (zib@uw.edu) or one of your other UWT Senators (http://www.tacoma.uw.edu/faculty-assembly/uw-faculty-senate).
Thanks,

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From: Uwtfac [mailto:uwtfac-bounces@mailman11.u.washington.edu] **On Behalf Of** Elizabeth Sundermann
Sent: Friday, April 25, 2014 8:37 AM
To: uwtfac
Subject: [Uwtfac] Senate report from 4/24/2014

Senate meeting: 4/24/14 (NOTE: last official Senate meeting for 2013-2014 year is May 15; a continuation meeting for the April 24 meeting has now been schedule for May 1.)

More information on Senate meetings, agendas, legislation and such can be found at: https://www.washington.edu/faculty/facsen/

Senate Chair Jack Lee asked Senators to think about volunteering for Faculty Governance for next year in a variety of ways and to encourage their colleagues to consider service with Faculty Governance as well.

He also noted that discussion of faculty salary policy discussion would continue (at this point at the May 1 continuation meeting?) but that he hoped official decisions about the new policy would come in the fall. (See more from Lee on this at https://www.washington.edu/faculty/facsen/)

President Young made comments including the increase in applications from in-state, out-of-state and international students (which, he said, given the current state of the economy and higher education was great, if not a bit surprising, news). He indicated he believes the incoming classes look great, and the graduate programs show similar trends.

Young also made comments about the new payroll system (see HR/Payroll Modernization: https://f2.washington.edu/teams/hrp/home): He suggested that while there would be a substantial upfront costs long-term the new system would offer overall significant savings and more clarity; costs are being distributed out to departments; but he believes that the funds will be recouped over time. Several Senators questioned these moves, the amount of money they would take, and why the costs were being handed over to departments.

Young also indicated that next legislative session might be a tougher one for higher education than it was this year.

Wrapping up Young's comments was a relatively lengthy discussion initiated by Senators

about funding, public perception of higher education, (public versus private good), how to make higher education more attractive to public and private, etc., how to deal with problems surrounding student debt, etc. A key theme was the question of the future of the university as center of education and research versus the turn in higher education toward corporate mentality and "partnerships" with big business and private corporations.

Pete Dukes, Professor of Accounting and Faculty Athletic Representative gave a report on his work with student athletes and academics. He reported that student athletes are doing well on and off the field—and that the student athlete grade point average was good relative to the non-student athlete population. His message was clearly that student athletes are succeeding in the classroom and graduating. He noted a few concerns: that the trend toward competitive majors on campus may lead to limiting the number of student athletes in different majors (currently student athletes are in competitive majors) and the issues surrounding current news from Northwestern about unionization of student athletes: will this become a national trend or not? (See *The Chronicle of Higher Education*, "Northwestern U. Football Players Win Bid to Unionize,"
https://chronicle.com/article/Northwestern-U-Football/145579/ for background). Dukes argued that the real elephant in room concerning student athletes and a university's responsibility to them is long-term medical care and problems resulting for college sports injuries.

This Senator had to leave the meeting at 4 p.m. while Scott Woodward, Director of Athletics was giving his report. The Senate meeting was adjourned at 4:30 p.m. due to a room scheduling conflict before reaching new business and a continuation meeting was scheduled for May 1. If you have questions or comments, please contact me (libisun@uw.edu) or one of your other UWT Senators (http://www.tacoma.uw.edu/faculty-assembly/uw-faculty-senate).

Thanks,

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"The past is a foreign country, they do things differently there." L.P. Hartley