

UW Senate Meeting

October 23, 2014

2:30 p.m. Savery 260 (UWS)

The first Senate meeting of the 2014-2015 academic year opened with orientation information for new senators and introductory remarks by Senate Chair Kate O'Neill and UW President Michael Young. O'Neill who outlined Senate priorities for this year which include: Faculty Salary Policy, Hiring, Retention and Promotion of excellent faculty and diverse faculty, Intellectual Property and Commercialization Policies, Interdisciplinary research, teaching and service among the three campuses and with our communities. President Young congratulated the university for receiving the Community Impact Award for Sustainability award from Seattle Business Magazine, just one more proof of the impact our university has on the community. With regards to state legislature he was cautious in his assessment and indicated that the picture seems to be pretty hazy right now. The biggest risk he noted was probably the initiative on class size reduction. Nevertheless, he didn't predict dramatically severe cuts in programs.

Faculty Legislative Representative JoAnn Taricani reported on some good news: there seems to be an increased awareness at the state level of the benefit of maintaining high quality, affordable education, which has resulted in a tuition freeze for resident undergraduates plus offset funding. Nevertheless, it is anticipated a 2.6 billion gap in the budget for 2015-17. UW's goal for the state will be to maintain affordable access to a competitive, world-class, public research university, despite the gap. Taricani reminded us that, as citizens, we can and should write to our state representatives but never using UW email or resources.

Scott Preston, Business Continuity Manager, was an invited guest and he did a presentation on Academic continuity under/after an emergency. He encouraged faculty to give input on planning efforts so that in the case of an event the university remains resilient and sustainable. Scott Preston mentioned that his program offers support to UW Tacoma and UW-Bothell as well but respecting the independence of both campuses.

Finally, the last part of the senate session was devoted to an update by Jack Lee, Prior Senate Chair, on the Proposed Faculty Salary Policy. Lee provided a summary of the policy and encouraged faculty to read it carefully. The goal, he stated, is to allow the University to recruit, retain, motivate, and reward excellence. The advantages of this new policy are: motivate and reward outstanding performance throughout a career, not just at the two promotions faculty currently get; less frequent but more meaningful reviews; give units more flexibility to really reward excellence; reduce reliance on retention raises, especially preemptive ones; easily affordable when growth in salary pool is comparable to past history; still affordable when resources are tight but will require placing higher

priority on career salary growth. Lee asked senators to think about the following question: Do we believe that the biggest challenge facing UW is to find a way to make faculty salaries more competitive? If we believe that, do you think this proposal is a better way to accomplish that than what we have been doing? Lee also encouraged senators to discuss the proposal with our constituents and bring to the senate all questions and concerns. Faculty Council on Faculty Affairs is drafting detailed code language and it should be ready for comment in winter quarter. Senate vote will probably occur in spring. Class A legislation needs to be passed by the Senate twice and then it goes out to all voting faculty. It finally goes to the President for signature. He noted that the transition year for the policy will be on 2016-17 or 2017-18. The policy will go into full effect after that. The discussion that ensued after his presentation suggests that there is still a lot of doubt about whether this policy is really what faculty and the university need. Some of the questions dealt with what happens when resources are tight and we place higher priority on salary and what will be cut then. Lee agreed that in those cases, programs would have to make difficult decisions but he is confident that this new policy will be beneficial for the university. It will not create new dollars but it will give more flexibility.

A copy of the Faculty Salary Policy Proposal can be found here:

UW.edu/faculty/senate/issues/

More information on Senate can be found at UW.edu/faculty/facsen/. UWT Senators this year are [Libi Sundermann](#), IAS, [Zoe Barsness](#), Business, [Loly Alcaide Ramirez](#), IAS, [Jim Gawel](#), IAS and [Ali Modarres](#), Urban Studies.

This report was prepared by Loly Alcaide Ramirez.