

Faculty Affairs Committee Meeting

Date: Monday February 24, 2014 12:30 PM – 1:30 PM, WCG 322

Committee Members

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

Attendees

Sam Chung (Institute of Technology, Chair),
Rupinder Jindal (Milgard School of Business),
Katie Haerling (Nursing)
Matthew Weinstein (Education)
Riki Thompson (Interdisciplinary Arts),

Previous Minutes

- **Approval** of 1/27/14 minutes (Motioned by , Second by)
- **Approval** of 2/10/14 minutes (Motioned by Katie Haerling , Second by Matthew Weinstein, approved)

Next Meeting - Winter 2014 Schedule

- *Monday, April 11, 2013, 12:30 PM – 1:25 PM, WCG 322*

Business

1. Meeting with Faculty Assembly Chair Jill Purdy
 - a. Wednesday, February 12, 2014, Metro Coffee Shop, 12:00 PM - 12:30 PM
 - i. Memo of **Ten Questions for UWT Growth Plan - 7 in 7** (7,000 students in 7 years, 2014-2020)
 - ii. Salary Issue Survey

1. Executive Council Meeting

- a. Schedule
 - i. Tuesday, January 14, Location Tacoma Room, 12:30pm to 1:25pm (attended)
 - ii. Friday, January 31, Location Tacoma Room, 9:00am to 12:00pm (attended)
 - iii. Tuesday, February 18, Location Tacoma Room, 12:30pm to 1:25pm (attended)
 - iv. Friday, March 14, Location TBD, 9:00am to 12:00pm
- b. The ““7 in 7”” Memo of FAC to both the EC Chair (Jill Purdy) and the VCAA (JW Harrington) will be delivered.
- c.

2. Faculty Salary Issue

- a. Meeting with Jack Lee on 2/18/14 1230-1:30- in Tacoma room
- b. 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.”

Survey to Faculty Merit Raises

The first draft on 11/18/2013

The Faculty Affairs Committee created principles for merit raises and advised units to develop clear, transparent processes around how merit would be allocated. Now, it is a good time to do some assessment of how well the process worked in units.

During the 2012-2013 academic year, The Executive Council of Faculty Assembly at UW Tacoma charged the Faculty Affairs committee to investigate and report on the state of merit and raise determination in academic units at UW Tacoma and to provide recommendations for them. It is up to individual academic units to develop policies and procedures that are consistent with the Faculty Code. The Committee provided a synopsis of applicable portions of the Faculty Code and sample practices including principles/ recommendations to adopt in their units. The Committee recommended that each academic unit develop policies and practices that suit its goals and culture and provided a list of questions and principles that can guide such development at the unit level. To view the complete recommendation document, please see the attached file.

Make anonymous

Department or Program

Recommendations of the UWT Faculty Affairs Committee Regarding Merit, Extra-Merit, and Raise Determination in Units

1. My unit developed policies and practices that suits its goals and culture.
 - a. Merit- Strongly agree to disagree
 - b. Extra-Merit - Strongly agree to disagree
 - c. Raises- Strongly agree to disagree

2. My unit followed the developed policies and practices during the most recent determination.
 - a. Merit- Strongly agree to disagree
 - b. Extra-Merit - Strongly agree to disagree
 - c. Raises- Strongly agree to disagree

3. The policies and practices for merit/ raise allocation were transparent
 - a. Merit- Strongly agree to disagree
 - b. Extra-Merit - Strongly agree to disagree
 - c. Raises- Strongly agree to disagree

4. Relative to merit, what worked well (or not) for your unit? What ideas do you have for improvement?

Short Response

5. Relative to extra-merit, what worked well (or not) for your unit? What ideas do you have for improvement?

Short Response

6. Relative to raise allocation, what worked well (or not) for your unit? What ideas do you have for improvement?

Short Response