

Faculty Affairs Committee Meeting

Date: Monday April 14, 2014 12:30 PM – 1:30 PM, WCG 322

Committee Members

Sam Chung (Institute of Technology, Chair), Rupinder Jindal (Milgard School of Business), Robin Evans-Agnew (Nursing), Riki Thompson (Interdisciplinary Arts), Matthew Weinstein (Education), Anne Wessells (Urban studies & Social Workers), Elizabeth Sundermann (ex-officio, LAC Chair)

Attendees

Sam Chung (Institute of Technology, Chair),
Rupinder Jindal (Milgard School of Business),
Robin Evans-Agnew (Nursing)
Matthew Weinstein (Education)
Riki Thompson (Interdisciplinary Arts, out of town)
Anne Wessells (Urban studies & Social Workers, TELE-conference)

Next Meeting - Winter 2014 Schedule

- *Monday, April 28, 2013, 12:30 PM – 1:25 PM, WCG 322*
- *Monday, May 12, 2013, 12:30 PM – 1:25 PM, WCG 322*
- *Monday, June 2, 2013, 12:30 PM – 1:25 PM, WCG 322*

Business

1. Faculty Affairs Committee Official website
<http://www.tacoma.uw.edu/faculty-assembly/faculty-affairs-committee>
2. Faculty Assembly and **Ten Questions for UWT Growth Plan - 7 in 7**
(7,000 students in 7 years, 2014-2020)
3. **Faculty Salary Issue**
 - a. Survey URL: <https://catalyst.uw.edu/webq/survey/chungsa/229613>
 - b. Tuesday, 3/11/14 11:00 AM - Friday, 4/11/14 5:00 PM
 - c. Theme:
“how well the process worked within units and ask for feedback to identify good practices, areas for improvement and lessons learned.”
4. **FAC Chair during 2014-2015 (delayed.)**

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

Hello Sam, Rich, and Doug,

I want to let you know that I can help with the elections that your committees will be running this quarter for next academic year's chairs.

The [UWT Faculty Bylaws](#) are not clear on the manner in which the elections are to take place, but that, "the Chair[s] will be elected ... at the end of spring quarter and will serve for one academic year ... unless re-elected."

Whether you choose secret ballot, show of hands, or an online election, it is up to your committee to decide. If you would like my involvement, don't hesitate to ask.

Mary A. Smith

Administrative Coordinator, [Faculty Assembly](#)

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