

## **General Faculty Organization Meeting**

January 30, 2013, 1:45 pm, UW2 340

**Chair:** Pamela Joseph

**Guest:** Dan Jacoby, Jim Gregory, Chair of the UW Faculty Senate and Jack Lee, Vice Chair of the UW Faculty Senate

**Present:** S. Charusheela, Bill Erdly, David Goldstein, Karen Gourd, Steve Holland, Bruce Kochis, Kari Lerum, Marc Servetnick and Carol Zander

Joseph opened the meeting with announcements on faculty governance issues. The GFO conducted elections for replacements for UW Faculty Senators Kanta Kochhar-Lindgren and Kelvin Sung to complete the senate term through September 2014 and a Bylaw change to add a CUSP representative to the Executive Council. A quorum was not reached for a binding vote on either election. The elections will be re-run with messages stressing the urgency for faculty to participate in voting. GFO leadership has questioned the lack of participation in faculty governance at UWB; hopefully this is not a cultural trend. A brief discussion on faculty representation ensued; there is not proportional representation on the GFO Councils or Committees. A change to the GFO Bylaws would be needed to re-configure the structure of GFO Council or Committees for proportional representation; this may be desired in the future with the growth of schools/programs.

Professor Jacoby spoke about the American Association of University Professors (AAUP) UW chapter. The AAUP is an independent organization working on developing standards for academic practice and policies on academic freedom. The UW has a free list serve, although it is helpful to have dues-paying members. Jacoby talked about the advocacy role of the AAUP and how we might integrate our activities and issues with the AAUP in some pivotal areas:

- Contingent Faculty Issues
- AAUP has developed standards for protecting academic freedom, the right of the faculty to teach freely based on expertise in research and scholarship.
- Faculty in unsupported positions have few protections for academic freedom.
- Are tenure track faculty a dying profession within the university?
- Is there a cultural shift toward contingent faculty at UWB?
- Tenure protects academic freedom.
- Finances should not pit faculty interests against student interests. We cannot continue to increase tuition to support faculty salaries.
- Education on Faculty Unions  
With the campus growth and the growth of faculty at UWB, should we think about a more active professional caucus, an AAUP chapter at UWB? Membership in the AAUP could provide another forum for faculty to think about professional issues.
- Technology – online education
- The UW is developing an online Social Science degree program with an enrollment of 200 students which will be taught by TAs. The benchmark of the program is its low cost; some

concerns have been voiced about the quality of these programs and the public reputation of the UW.

- The online program could draw students from the UWB student body, the UW expects to enroll 4000 students over the next 5 years in online courses.
- The FCTCP should weigh in on these strategic decisions that can affect all three campuses.
- President Young has appointed a joint task force to look at this issue.
- Salary issues, merit pay and equity are other issues that faculty are concerned about. Some faculty at the UW have received retention raises, questions arise about the origin of these funds. The funding of these raises was not strictly from self-sustaining programs, some State dollars were used in funding these raises.

Jacoby distributed membership forms to the faculty and noted that AAUP dues are relative to salary and deducted in May and June each year. He also announced an AAUP workshop on the UWS campus on July 7, 8 and 9.

Joseph welcomed Jim Gregory, Chair of the UW Faculty Senate and Jack Lee, Vice Chair of the UW Faculty Senate to UWB and thanked them for coming to campus to discuss governance issues with the faculty. Jim thanked Joseph for her active participation in the Senate Executive Committee and updated the faculty on current issues in the Faculty Senate.

#### Faculty Salary

Gregory stated that the UW Regents, the President and the Provost are supportive of salary raises. Barring any budget cuts, the university is committed to having a 4 – 5% salary increase for faculty. A committee has been formed to develop a system for the management of the funds for merit raises, 2% regular merit increases are funded with an additional 1 ½ - 2% merit increases allocated for some faculty. The Faculty Code mandates an equal percentage to all units. The distribution of salary monies brought up an issue in the Senate regarding the use of the term “unit” within the Faculty Code and how funds are allocated to schools, colleges, campuses or departments/programs and the equal percentage distribution to all units. UWB and UWT are considered departmentalized units similar to colleges in the UW system. Units have authority over the allocation of merit pay. The additional funds are to be distributed to the most meritorious faculty based on the last 4-5 years with two categories, at the discretion of the units, exempt for additional increases:

1. Faculty having received retention raises in the last four years
2. New hires

Next year the across the board increases may not continue. Unit adjustments may be authorized for units that demonstrate a larger than usual market gap. These adjustments will not be funded by central administration. An ongoing salary working group, commissioned by President Young is also looking at policies around salary and new salary models that may be more sustainable. The committee is looking into a possible step system for full professors that addresses compression issues has been discussed. The pathway to salary increases could include a 7.5% salary increase based on a faculty review every 5 years. Principle lecturers are treated as full professors in this system, associate professors could possibly also receive one extra step increase.

### UW Budget

The President is open to a cost of living adjustment (COLA) across the board for faculty and staff. The UW will fully implement an activity based budgeting system beginning fiscal year 2013. Some of the stress points in this system are the high cost/low income of professional schools. Arts and Sciences generate tuition revenue and can end up subsidizing other programs. Another issue is differential tuition, a model that charges different tuition for different majors. Arts and Sciences programs will no longer subsidize STEM programs. The Guaranteed Education Tuition (GET) program could be eliminated which could impact a large number of students. How differential tuition is managed at the graduate and undergraduate level will shape education in the future. Will students declare a major earlier or choose majors based on tuition?

### Faculty Demography

Faculty diversity and gender equality are issues the Senate is reviewing. The topic of gender equity at the UW has been addressed, representation of women faculty across rank shows that inequalities exist at the institution in hiring and salary compensation. Another area of concern is the wave of "boomer" faculty retiring, 65% of faculty are older.

### Intellectual Property

Issues in the promotion and protection of research and ownership of faculty work are on the Senate agenda.

### Online Learning

Two proposals for online degree completion have been brought forward to the Senate for review, a BA in Social Science and BA in Early Childhood and Family Education. Both degree programs have lower tuition rates than current equivalent programs.

Some of the issues that faculty are facing at the UW have overlap with AAUP issues:

- Tenure and academic freedom
- National shift in contingent faculty and the cultural change, the UW Medical School has 50% contingent faculty, UW also has a high number of non-tenure track faculty and it is growing.
- Is our reputation as a research campus in danger with this balance?
- It can be destabilizing with too many contingent faculty.

Gregory and Lee thanked Joseph for the opportunity to speak with UW faculty.

The meeting adjourned at 3:00 pm  
Minutes submitted by Barbara Van Sant