

UWT Faculty Assembly  
Minutes of Meeting  
December 9, 1996

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Members Present:

- |                       |                     |
|-----------------------|---------------------|
| 1. Bernard Booms      | 9. David Morris     |
| 2. Jim Brown          | 10. Julie Nicoletta |
| 3. Denise Drevdahl    | 11. Tom Owens       |
| 4. Cheryl Greengrove  | 12. Sam Parker      |
| 5. Mike Kalton        | 13. Janet Primomo   |
| 6. Kären Landenburger | 14. Bill Richardson |
| 7. Belinda Louie      | 15. Marcy Stein     |
| 8. Steve Marshall     | 16. Tracy Thompson  |

Minutes of November 4, 1996 approved with corrections.

Committee Reports:

1. Faculty Survey: Bernard Booms asked for surveys to returned. Because Faculty Assembly serves in advisory role we need to be clear about issues facing the faculty.
2. Bylaws Committee: Marcy Stein, Cheryl Greengrove and Patricia Synder are currently members on the committee. Karen Landenburger, and Tom Owens volunteered to be on the committee. Specific issues of concern can be sent to Marcy Stein or enumerated on the Faculty Survey
3. Faculty Senate Report: The branch campuses will now have 2 votes on the Faculty Senate. One vote per campus. Bernard Booms (UWT) and Carol Leppa (UWB) are the representatives.
4. Faculty Affairs: Recommendations on Teaching Evaluations: Sam Parker explained the proposal as recommended by the Faculty Affairs committee. Bill Richardson requested clarification on why it was suggested that faculty accompany student to locked box. He suggested that we have boxes in a centrally located area so that faculty do not need to be involved. For trustworthiness of results it was suggested that a person of responsibility administer the evaluations. Tom Owens suggested that we assume that students will be responsible for completing evaluations in a serious manner.

The number of evaluations needed per year and with whom the power to make the decisions regarding the number needed needs to be reviewed. Janet Primomo suggested that we look at Promotion and Tenure process and find out what people use to evaluate teaching. She suggested the use of a teaching portfolio.

The proposal is the first step in the issue of faculty evaluations. In the next year the Faculty Affairs Committee will be looking more closely at policy regarding how evaluations are used and for what purpose and secondly the validity of evaluations for the assessment of teaching.

David Morris has taken primary responsibility to look at historical and current uses of faculty evaluations. **No vote was taken due to lack of a quorum.**

New Business:

Technology committee has suggested that Sue Harvey come down and talk with campus about the budget submission process.

Announcements:

The Center for the Study of Community and Society met last week to see the future of the committee. They would like to institutionalize the committee. Bernard Booms suggested bringing the suggestion to the Faculty Executive Committee..

Dan Jacoby will talk on Faculty Salaries at a date to be announced.  
The Meeting was adjourned.

*Kären Landenburger*

**UW BOTHELL**  
**LIBERAL STUDIES**  
UNIVERSITY OF WASHINGTON

Ramon Sanchez,  
Chair of Faculty Affairs Committee  
January 20, 1997

Dean Norman Rose  
University of Washington, Bothell  
22011 - 26th Ave. S.E.  
Bothell, WA 98021

Dear Dean Norman Rose:

Following a unanimous vote of the General Faculty Organization, I am authorized to communicate to you that the University of Washington, Bothell faculty officially supports your negotiations for corrections on faculty salary inequities.

The salary issue emerged as a faculty concern since at least the first faculty survey (winter quarter 1994) taken by the Faculty Affairs Committee. Since then repeated surveys and informal discussions have pointed to inadequate cost-of-living adjustments as an important concern. Salaries for some of our faculty have not kept pace with the cost-of-living. The attached exhibit illustrates the cost-of-living adjustments required to avoid a decline in real wages. For example, a faculty member hired in August 1990 should currently be making at least 120% of his/her initial salary simply to keep pace with the rising cost-of-living in Seattle.

As you are well aware, the UW, Bothell faculty members are committed to maintaining standards of excellence with respect to teaching and research and are deeply involved in university building. But salary inequities create burdens for the faculty that make it difficult to maintain standards of excellence. For instance, low salaries require faculty to teach in the summer which greatly affects their ability to engage in scholarly work. The combined workload demands of developing new programs (without resources available for start up), the demands of program development which require considerable time and resources (especially as student numbers continue to rise), the lack of faculty time release, the compromised student contact time and class preparations, and faculty members maintaining scholarly and writing agendas without adequate compensation can only lead to a "burnt-out" and demoralized faculty.

In addition, the faculty salary issue relates to issues of campus culture and context. The Report of the Committee on Governance, Representation and Communications Between and Among the UWB, UWT, and UWS appropriately warns:

A genuine potential for UWB and UWT faculty to become second-class citizens exists. When UWB and UWT faculty sit on dissertation committees at UWS and as students move freely from campus to campus, distance learning originates from all three campuses, 26th Avenue faculty exchanges

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increase, the differences in salary and teaching loads will increasingly become a larger issue. Attention must be given to this matter to encourage collaboration and cooperation. Any existing salary disparities should be examined carefully because the disparities, in time, will define a two-class system.

The faculty sees it as imperative that faculty salary inequities be addressed in order to avoid the creation of second-class citizens, in order to reward faculty expertise, and to ensure faculty quality.

Because of this and related faculty salary concerns, the General Faculty Organization met on Wednesday, January 8, 1997. This business meeting, which I chaired, focused entirely on one topic: faculty salaries. And the faculty passed the following resolution.

The faculty urges Dean Rose to support the following principles:

(1) During the 1997-1998 contract year no full-time faculty member should earn a lower *real* (inflation adjusted) salary than they earned during their first year of full-time employment at UW, Bothell;

(2) During the 1997-1998 biennium salary increases for merit should be paid over and above cost-of-living adjustments.

Again, the faculty strongly supports your efforts to correct faculty salary inequities. If the General Faculty Organization can assist you in your efforts, please contact Carol Leppa, Chair of the GFO.

Sincerely,



Ramon Sanchez,  
Chair of Faculty Affairs Committee

c.c., Carol Leppa,  
Constantin Behler

REQUIRED INFLATION ADJUSTMENT

	<u>Date of Employment</u>	<u>Salary Escalation Factor **</u>
August	1990	1.204
August	1991	1.154
August	1992	1.119
August	1993	1.089
August	1994	1.061
August	1995	1.036

\*\* based on CPI, Western Region  
as of November 1996