

In this our third annual report card on the State of the Faculty at the University of Washington, we can finally report progress on several matters. Last year we greeted incoming president Mark Emmert and called attention to three urgent issues: (1) the plight of the “loyal faculty,” those long serving professors who have suffered decades of salary compression; (2) lack of progress on faculty diversity; (3) breakdowns of shared governance in the Medical School and Vice Provost’s office.

We are happy to note progress on all of these matters. In response to our Loyal Faculty campaign, President Emmert established a \$2 million compression fund to begin to address the problem. The administration has also announced new steps to improve faculty diversity and made changes in both Medical School oversight and the Vice Provost’s office. In addition, the UW faculty won a huge victory when Judge Mary Yu upheld Professor Duane Storti’s lawsuit over the 2% merit increase that was suspended in 2002.

Accordingly grades have gone up this year. Some just slightly. It would be premature to significantly raise our ratings of faculty salaries, racial diversity, or gender equality. We did raise each a little. The administration gets the big boost. Two years ago the grade was D, last year we assigned “In Progress” to give the new team a chance to establish themselves. This year they earned a B+. The tenure system and plight of contingent faculty continue to be a disaster and we have some important proposals relating to aspects of shared governance.

Why is Duane Storti smiling? See page 3 for the story of the lawsuit that affirmed the status of the Faculty Code as an enforceable document — and, as a consequence, required the University to compensate faculty for the raise we should have received in 2002-2003.



Duane Storti

Report Card 2006

Faculty Salaries	C-
Tenure System and Contingent Faculty	F
Racial Diversity	C
Gender Equality	C+
Administration	B+
Shared Governance	IP

This 2006 State of the Faculty Report Card is produced, paid for, and distributed by the University of Washington chapter of the American Association of University Professors. The seventeen members of the Executive Committee are responsible for the grades and assessments.

For more than 80 years, AAUP has been the guardian of academic freedom, shared governance, and tenure at the University of Washington and universities throughout the United States. AAUP operates on both a national and campus level, sustained by the 45,000 members whose dues insure that faculty will have a strong voice. Please join in the work of AAUP.

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Breakthroughs and Breakdowns

Last March, the officers of AAUP sat down with President Emmert and then-Provost David Thorud and presented our last state of the faculty report card, emphasizing our report on the plight of the loyal faculty. With statistics and stories we demonstrated the damaging effects of a long-term salary policy that penalized those faculty members who remained at UW throughout their careers. We gave examples of women and men who have served more than 30 years, are top scholars and great teachers and yet earn less than people in their program who have been hired more recently. The President promised to do something and then followed up by setting aside \$2 million to deal with compression. This was a breakthrough. The allocation is now underway and we do not agree with all of the decisions. Some of the funds have gone to retention instead of compression. Some of the most severe instances of inversion and compression have been overlooked. But nearly 400 faculty members are receiving salary increases of close to \$5,000. It is important that this effort continue. We show different ways to measure the compression problem in the online supplement: <http://depts.washington.edu/uwaaup/supplement06.htm>

Duane Storti's victory in the 2% case is also a breakthrough, as explained in the accompanying article. It will put about \$5,000 in restored salary in the checkbooks of most readers of this report, and that is just in the next academic year. It also strengthens the faculty code. But the suit began because of a breakdown, in fact a double breakdown — first when then-President McCormick violated the Faculty Code by denying faculty the agreed-upon minimum pay increase, second when the administration undermined the adjudication system by refusing to allow Professor Storti's complaint to be handled in the University's own dispute resolution procedures. That was a costly breakdown (see p.10) and it is now time to fix the adjudication process.

The governance system of the Medical School also suffered a breakdown, resulting in federal investigations, criminal prosecutions, and multi-million dollar fines. An investigation ordered by the Faculty Senate and another committee appointed by the President have resulted in some changes that hopefully will begin to implement shared governance and better oversight in the Medical School (see p10).

We need another breakthrough — a breakthrough in faculty membership and involvement. UWAAUP has won some historic victories this year and has won others in the past. AAUP invented the system of shared governance both at this university and across the nation. It stands also as the chief defender of academic freedom, this year successfully knocking back David Horowitz inspired classroom interference laws in legislatures across the country (see p5). Universities like ours rely on AAUP to monitor Congress and fight for higher ed appropriations and to collect and disseminate comparative data on faculty salaries.

Who pays for all of that? The 45,000 members of AAUP who realize the Academic Freedom is not Free. It used to be that AAUP membership was almost automatic, a gesture of citizenship for professors who understood that academia needs a defense organization. Let's restore that principle. Let's break through our own habits of defeatism and apathy, and support the organization that we all depend upon.

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Duane Storti Lawsuit: Victory Means 2% Back Pay — and Much More

It has been quite a year for Duane Storti. The Associate Professor of Mechanical Engineering, who helped coach the UW Women's Volleyball team for many years, ended 2005 by celebrating the Huskies' "on court" victory over Nebraska to win their first national championship. In an equally stunning outcome, his lawsuit to compel the UW Administration to honor the faculty code including its 2% merit salary increase led to a significant "in court" victory.

Storti, who is former President of UW chapter of AAUP and serves currently on the National Council of AAUP, initially sought to resolve the issue through the official university adjudication system, but his petitions were denied and he was unable to obtain an adjudication hearing. (See Adjudication Breakdown). He then sought legal counsel from the law firm of Bendich, Stobaugh and Strong. A lawsuit was filed to challenge the legality of the decision by President Richard McCormick to suspend the 2% merit allocation of 2002-03. Storti argued that the Faculty Code (University Handbook) is an enforceable contract and cannot be ignored just because the administration finds it to be inconvenient.

On October 25, 2005 King County Superior Court Judge Mary Yu agreed. In a summary judgment order, Judge Yu ruled that the Administration had violated the code and must restore the lost 2% salary increase: "After reviewing all of the relevant portions of the Faculty Salary Policy, the court concludes that the plain language creates a mandatory duty that requires the University to provide meritorious faculty an annual merit increase of at least 2%. The court cannot find any language that makes the merit salary increase contingent on funding."

On March 17, 2006 the Board of Regents agreed to settle the case. The settlement affects all faculty members who would have been eligible for a merit raise in 2002-03, roughly 3,200 people. Here is what it means. In June, eligible faculty members will see their paychecks adjusted upwards by 2%. This is a permanent raise. The upcoming 2006-07 merit raise will be added to that new base. Secondly, at the end of the summer eligible faculty will share in the back pay settlement of \$17,450,000. After attorney's fees, approximately \$12.2 million will be distributed to faculty prorated according to 2002-03 salary. Average compensation should be around \$3,500. Combined with the restored 2%, this means that the average faculty member will see about \$5,000 in restored salary during the next 12 months. Thank you Duane!

But money is the small part of this victory. Storti's purpose all along was to defend the faculty code and shared governance. His court victory insures that in the years to come the Faculty Code is honored as a binding contract.

"Since the settlement was announced, many people have asked 'What are you going to do with your money?' Now it is my turn to ask you the same question. If you would like to express your appreciation in a meaningful way, make a wise investment with a small fraction of your 2% raise by becoming a member of AAUP."

-Duane Storti

for a list of eligible faculty classes see

<http://depts.washington.edu/uwaaup/supplement06.htm>

Sabbatical Squeeze ?

Will sabbatical leaves go the way of frequent flyer miles?

Tenure-track teaching faculty (like airline customers) are finding it increasingly difficult to claim benefits for which they are eligible. Especially in Arts and Sciences, it is not uncommon to apply for leave in the seventh (sabbatical) year and be turned down, or to apply for three quarters and be given two, or two-quarters and receive only one. What is going on?

Those who have read the Faculty Code closely know that a sabbatical is not an entitlement. Faculty are merely *eligible to apply* for leave to begin in the seventh consecutive year of teaching, and in the past there was a strong likelihood that it would be granted. But now more people are applying than some colleges can handle, causing AAUP-UW to wonder whether the time-honored “sabbatical” might not be in danger of quietly morphing into something more like an “octatical.”

In recognition of the importance of research leave to the larger mission of the university, the state legislature each biennium allocates funding for paid professional leaves, according to a set formula that has become an established part of state policy and has not changed in recent years. Within the university, these leave funds are allocated to the different schools and colleges according to the amount of teaching done in each. Similar calculations govern the distribution of leave quarters within each college or school. If faculty in a given school or college submit more applications than there are quarters of leave available, some applications will be denied.

AAUP has obtained from the Provost data on leave applications and allocations over the past five years, and on the surface not much has changed. As other parts of the university have expanded, Arts and Sciences has seen its allocation drop from 153 leave quarters in 2000-01 to 134 leave quarters in 2005-06. Much of that shift has gone to Bothell and Tacoma faculty. Some units (especially Medicine) do not use their full allocation which has given A&S, Bothell, and Tacoma a chance to make up some of their excess demand.¹

But the official numbers hide the full effect of the sabbatical squeeze. In A&S, some of the demand is suppressed before it can be registered in the Provost's application numbers. Trying to stretch inadequate resources, deans tell chairs and chairs persuade eligible faculty members to delay leave applications. (“Sorry, sir, but that entire year is a blackout date!”) And deans increasingly grant only part of the requested leave. (“Yes, ma'am, you are indeed eligible for a first-class round-trip to Paris, but all we can actually offer you at the moment is a one-way economy-class ticket to Boise.”)

AAUP-UW is concerned that we may be witnessing a quiet, gradual erosion of the institution of the paid research leave, with worrisome consequences not only for individual faculty members but for the research mission of the university as a whole. Already, many faculty are excluded from eligibility for sabbatical leave altogether, as the proportion of faculty hired on the tenure track steadily declines relative to those hired under adjunct, temporary, and other non-tenure-track arrangements. If the sabbatical leave is indeed slowly slipping out of reach of even those faculty who are eligible for it, then this “sabbatical squeeze” adds yet another troubling detail to an overall picture of faculty working conditions at UW.

1. for data from Academic Human Resources and the College of Arts and Sciences see <http://depts.washington.edu/uwaaup/supplement06.htm>

Faculty Issues and Concerns E-mail listserv

More than 1,000 UW faculty rely on our email listserv for news and discussion of campus and national issues. Since there is no faculty newspaper, this is the only faculty-controlled communications medium at the University of Washington. You do not have to be an AAUP member to subscribe. Send a message to uwaaup@u.washington.edu



Classroom Interference Laws Stopped — For Now

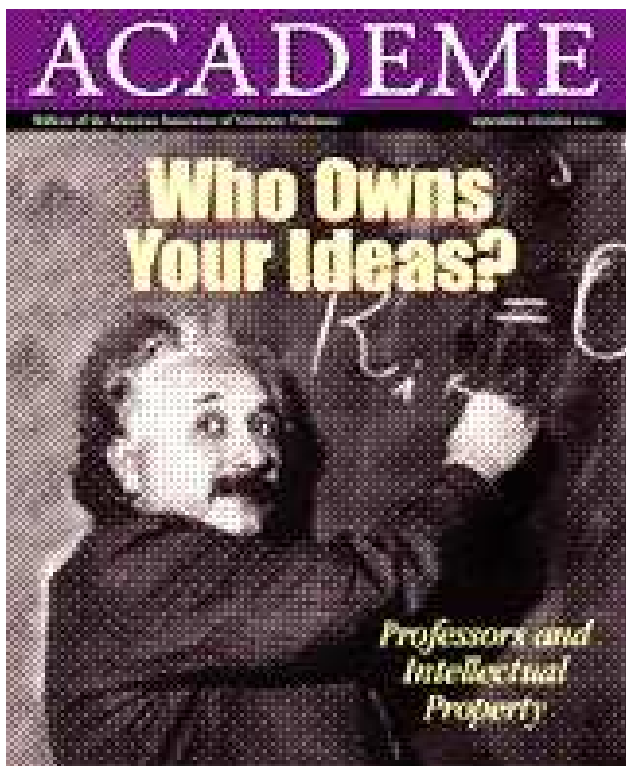
AAUP has spent a fortune over the last two years battling the deviously named Academic Bill of Rights measures in legislatures across the country, including Washington State. Promoted by right-wing groups who claim that academia needs to be more “fair and balanced,” bills have been introduced in 17 states, so far with minimal success. That is thanks in large part to the energetic vigilance of AAUP which has marshaled lawyers, lobbyists, and educators to testify against these bills and expose them for what they are.

Couched in the rhetoric of academic freedom, they are actually academic interference laws. They would bring government directly into the classroom, setting up systems of monitoring, forcing faculty members to justify what they teach and how they teach, leaving faculty and schools open to lawsuits and further government takeovers. Collectively they constitute the most dangerous threat to academic freedom since the McCarthy era. And the danger is far from over.

The bills vary from state to state but all incorporate the goals and basic provisions of a template created by right-wing crusader David Horowitz and his massively funded Students for Academic Freedom. Using the lofty language of academic freedom, the bills extend to students such rights as: “the right to expect that their academic freedom and the quality of their education will not be infringed by instructors who persistently introduce controversial matter into the classroom...” Some also employ a perverted diversity rhetoric and require universities to adjust hiring policies to bring more conservatives into certain branches of academia. The bill that was introduced and killed in the Washington state House of Representatives called for hiring “in the humanities, the social sciences, and the arts, with a view toward fostering a plurality of methodologies and perspectives.”

Fighting these classroom interference bills has not been easy. They are so cleverly deceptive that many law makers do not readily understand the threat. The point they miss is that Academic Freedom is designed to protect the pursuit of knowledge not to protect students from hearing what they don't want to hear. These bills in fact turn Academic Freedom upside down, giving students the power to dictate what is appropriate to teach and allowing

them to turn to courts or governmental agencies if they don't like an instructor's decisions about course content or grades.



The battle is not over. Advocates did win partial victories in Colorado and Pennsylvania where legislative committees are now conducting hearings and hunting for examples of faculty “bias” in order to justify government oversight of the classroom. Next year, proponents will be reintroducing these measures in many of the states where they have so far failed. Horowitz's team is also opening a third front, lobbying Boards of Regents to implement ABRs on their own. The danger going forward is very real. Once the dam breaks, ABRs may become politically irresistible.

So what are you doing to help? AAUP leads this fight in the name of all of us who believe that higher education must be protected from this kind of political interference. It needs members and contributions to keep going.

**Faculty Salaries****Grade C-****ARTS & SCIENCES/ ENGINEERING DEPTS 2005-06**

The legislature increased faculty salaries by 3.5% (on average) this year which helped us come closer to keeping pace with salaries at UW's peer institutions for the first time in a long while, but we are still behind.

Here are current average salaries by rank and unit. We do not yet have 2005-06 information from peer institutions, but many of the average UW salaries for *this* year still fall appreciably behind the average salaries from *last* year at our peer institutions.

Recall that these averages are often skewed upward by a few high salaries in each department.

Please note as well that these figures do not include part-time and contingent faculty who do an increasing share of the work of teaching at this institution, whose pay is generally very low.

Finally, it should be noted that especially in the sciences, all or part of salaries often come from grants instead of state funds.

Arts & Science	Lecturer avg sal	Asst.Prof avg sal	Assoc.Prof avg sal	Professor avg sal
AMER ETHNIC STDS	41,616	52,191	57,677	92,650
ANTHROPOLOGY		55,581	59,065	85,387
APPLIED MATH	78,779	62,064	72,684	104,857
ART	43,680	51,413	52,899	67,992
ASIAN	41,367	51,803	53,478	77,973
ASTRONOMY	38,664	66,767	69,426	84,666
ATM SCI		60,143	65,912	103,339
BIOLOGY	41,110	60,206	64,075	93,059
CHEMISTRY	56,710	61,740	72,124	95,440
CLASSICS		49,520	60,336	76,678
COMMUNICATION	50,521	54,184	60,391	86,434
DRAMA	50,168	54,253	52,102	86,543
EARTH & SPACE SCI	51,084	64,193	64,175	84,802
ECONOMICS	58,428	84,263	77,111	117,065
ENGLISH	46,281	51,076	53,800	83,907
GEOGRAPHY	49,023		71,405	86,603
GERMAN		53,622	66,173	79,074
HISTORY		56,382	61,743	86,586
INTERNATIONAL ST	45,837	59,283	62,347	92,854
LINGUISTICS		56,011	58,218	83,956
MATHEMATICS	62,054	61,650	66,094	87,903
MUSIC	38,223	51,570	56,199	72,110
PHILOSOPHY	50,481	59,830	64,691	91,216
PHYSICS	62,328	69,471	78,309	91,018
POLITICAL SCIENCE	53,340	67,806	71,705	122,994
PSYCHOLOGY	54,583	61,424	64,876	93,451
ROMANCE LANG	38,916	51,847	64,795	77,968
SCANDINAVIAN	44,995	47,169	53,925	69,047
SLAVIC	36,583	57,679	58,128	73,487
SOCIOLOGY	61,790	56,711	67,001	105,615
SPEECH & HEAR SCI	48,983	66,932	58,464	115,418
STATISTICS		82,136	70,632	112,954

Engineering	Lecturer avg sal	Asst.Prof avg sal	Assoc.Prof avg sal	Professor avg sal
AERO AND ASTRO		68,859	81,128	113,209
BIOENGINEERING		75,789	102,768	121,398
CHEMICAL ENG		62,186	78,303	115,770
CIVIL & ENVIR ENG		74,252	75,852	113,388
COMPUTER SCIENCE	81,989	86,726	98,529	117,409
ELECTRICAL ENG	61,110	80,505	89,469	114,508
MATERIAL SCI			72,792	120,586
MECHANICAL ENG		69,516	78,607	105,012
TECH COMM	40,586	62,865	65,864	90,828



OTHER COLLEGES AND CAMPUSES

<i>Other Colleges</i>	<i>Lecturer avg sal</i>	<i>Asst.Prof avg sal</i>	<i>Assoc.Prof avg sal</i>	<i>Professor avg sal</i>
ARCH & URBAN	59,781	52,502	70,661	92,004
BUSINESS	67,388	117,478	124,793	144,778
DENTISTRY	92,647	81,479	103,268	132,426
EDUCATION	74,023	59,621	69,057	97,900
EVANS SCH PUBLIC AFF	87,639	65,688	80,571	106,689
FOREST RESOURCES			72,722	92,390
INFORMATION SCH	70,055	77,967	82,207	105,595
LAW	67,433	91,234	99,574	121,718
NURSING	61,099	70,043	76,014	97,247
OCEANOGRAPHY	62,004	54,029	71,892	107,228
AQUATIC AND FISHERY SCI	41,628	58,506	69,658	92,366
PHARMACY	61,087	79,710	95,830	119,386
PUB HLTH/COMM MED	86,544	84,982	107,054	140,494
SOCIAL WORK	63,214	63,882	80,490	130,879

<i>Medicine</i>	<i>Lecturer avg sal</i>	<i>Asst.Prof avg sal</i>	<i>Assoc.Prof avg sal</i>	<i>Professor avg sal</i>
BIOCHEMISTRY		93,720	99,960	153,115
BIOLOGICAL STRUCTURE	52,140	77,634	105,360	147,160
COMPARATIVE MED		96,352	138,688	149,442
GENOME SCI	66,696	97,770	100,285	166,584
LAB MEDICINE	57,276	107,160	128,858	148,675
MED EDUCATION	74,136	80,544	86,946	116,912
MICROBIOLOGY	60,215	111,105	105,747	162,720
PATHOLOGY	61,740	98,637	103,181	156,585
PHARMACOLOGY	46,680	86,466	100,266	171,964
PHYSIOLOGY & BIOPHYS	44,456	93,076	110,388	161,525

<i>Bothell & Tacoma</i>	<i>Lecturer avg sal</i>	<i>Asst.Prof avg sal</i>	<i>Assoc.Prof avg sal</i>	<i>Professor avg sal</i>
B-BUSINESS	55,899	87,334	91,046	103,309
B-INTERDISC A & S	46,823	59,401	58,740	87,375
B-NURSING	46,218	55,188	72,372	101,394
B-SOFTWARE SYS	66,119	78,888	89,786	141,144
T-BUSINESS	66,915	98,187	94,297	136,332
T-COMP & SOFTWARE SYS	65,431	86,281	97,101	105,012
T-SOCIAL WORK	52,002	56,775	62,520	94,577
T-EDUCATION		58,028	60,903	78,905
T-INTERDISC A & S	53,458	56,040	61,759	80,830

Data from Office of Institutional Studies:
<http://www.washington.edu/admin/factbook/OisAcrobat/OisPDF.html#anchor1>
 Unit averages include both 9 and 12 contracts.

Tenure System & Contingent Faculty

Grade F

In previous years AAUP reported on the alarming decline in the number and percentage of faculty eligible for tenure. Only 34% of UW faculty hold tenured positions, another 8 percent are tenure eligible assistant professors. The good news is that the decline seems to have stopped. Even so, these figures make the University of Washington almost unique among the major research institutions in the United States. Shrinking tenure systems have been widely noted, but few other top-tier institutions have moved as decisively to undermine the system of tenure.

<i>Tenure eligibility 1997-2006</i>				
<i>Faculty Title</i>	<i>1997</i>	<i>2000</i>	<i>20042005-06</i>	
Tenured Faculty	36%	33%	33%	34%
Tenure-eligible Asst. Professors	7%	8%	8%	8%
Tenured and Tenure-Eligible	43%	41%	42%	42%
WOT Faculty	22%	21%	24%	24%
Research Faculty	8%	13%	8%	8%
Lecturers and Teaching Associates	17%	16%	18%	16%
Temporary Faculty	10%	9%	9%	10%
Not Tenure Eligible Subtotal	57%	59%	58%	58%
TOTAL	4247	4669	4742	4740

Lecturers, teaching associates, and temporary faculty are underpaid and have few protections. We want to call special attention to the plight of part-time lecturers and instructors who are denied faculty voting rights, are not eligible for merit raises (or the Storti settlement) and who in some departments are treated as casual employees who do not know from quarter to the next whether they will have a job. Health benefits are also an issue. Sadly, UW has not joined the community colleges in allowing part-timers whose cumulative appointments exceed 50% to receive health insurance.

Gender Equality

Grade C+

Percentage of Women Faculty 1997-2006

<i>Faculty Title</i>	<i>1997</i>	<i>2000</i>	<i>20032005-06</i>	
Tenured Faculty	20%	24%	28%	29%
Tenure-eligible Assistant Professors	50%	44%	45%	42%
Tenure Track Subtotal	25%	28%	31%	31%
WOT Faculty	26%	28%	30%	30%
Research Faculty	34%	32%	38%	41%
Lecturers and Teaching Associates	56%	57%	59%	57%
Acting Faculty	38%	45%	46%	40%
Not Tenure Eligible Subtotal	38%	39%	41%	40%
TOTAL	32%	35%	37%	37%

Today women hold 37% of all faculty positions at UW, up from 32% in 1997, and 29% of tenured positions, up from 20% in 1997. These numbers have been rising slowly but steadily. There is one worrisome sign: a declining percentage of women among tenure-eligible assistant professors, now down to 42%. It is also important to note that most of the contingent faculty are female: 59% of all lecturers and teaching associates. These data do not allow us to explore salary inequities which have long been a problem and certainly continue today. We hope that the Emmert administration's inclusion of women in some of the top administrative posts signals a commitment to continue efforts to equalize gender opportunities.

African American Faculty 1997-2006

<i>Faculty Title</i>	<i>97</i>	<i>00</i>	<i>03</i>	<i>05-06</i>
Tenured Faculty	28	35	35	35
Tenure-eligible Assistant Profs	14	21	14	14
Tenure Track Subtotal	42	56	49	49
WOT Faculty	7	9	9	10
Research Faculty	3	9	3	1
Lecturers/Teaching Associates	22	16	20	22
Temporary Faculty	5	4	7	3
Not Tenure Eligible Subtotal	37	38	39	36
TOTAL	79	94	88	85

American Indian Faculty 1997-2006

<i>Faculty Title</i>	<i>97</i>	<i>00</i>	<i>03</i>	<i>05-06</i>
Tenured Faculty	3	3	5	8
Tenure-eligible Assistant Profs	2	3	4	5
Tenure Track Subtotal	5	6	9	13
WOT Faculty	1	2	1	2
Research Faculty	1	0	0	0
Lecturers/Teaching Associates	3	2	2	6
Temporary Faculty	0	0	1	2
Not Tenure Eligible Subtotal	5	4	4	10
TOTAL	10	10	13	23



Racial Diversity

Grade C

The bad news:

The number of minority faculty at the UW remains shockingly small. In fact, all of the tenured black and Hispanic faculty (71) at the UW can meet comfortably in the president's conference room. All of the tenured American Indian faculty (8) at the UW can meet in the president's office and there will still be empty seats available. This situation is appalling, and it is one of the reasons why we are not recognized as a great university. Our message to the Board of Regents is this. We do not need any more studies related to increasing diversity at the UW. What we need is for the administration to set some measurable goals, a reasonable time frame for achieving these goals, and to hold someone (i.e., President Emmert) accountable for meeting these objectives.

The okay news:

President Emmert must be applauded for his leadership on two fronts:

- (1) The president has begun to voice his opposition to I-200. However, one op-ed piece in the newspaper is not enough. The president should not miss any opportunity to emphasize that he and this university stands for fairness, justice and equality. How difficult is it for the president to include such a statement in all of his speeches?
- (2) The president has promised to reinstate Presidential Faculty Development Fellowships. These fellowships provided exceptional junior faculty with the opportunity to concentrate on enhancing their research/teaching portfolios in the time period leading up to the tenure review. A number of our currently tenured faculty members have benefited greatly from these fellowships. We will hold the president accountable for this commitment.

The good news:

- After more than 20 years the Special Committee for Minority Faculty Affairs (SCMFA) and the Special Committee for Women (SCFW) have been elevated to faculty councils. The new councils are, respectively, the **Faculty Council on Multicultural Affairs (FCMA)** and the **Faculty Council for Women in Academia (FCWA)**. This

change is due to recognition by the faculty leadership that the impediments facing women and minorities in academia are not ephemeral issues.

<i>Asian American Faculty 1997-2006</i>				
<i>Faculty Title</i>	<i>97</i>	<i>00</i>	<i>03</i>	<i>05-06</i>
Tenured Faculty	77	91	101	122
Tenure-eligible Assistant Profs	38	58	76	64
Tenure Track Subtotal	115	149	177	186
WOT Faculty	55	79	108	128
Research Faculty	28	113	57	61
Lecturers/Teaching Associates	42	48	62	56
Temporary Faculty	40	51	73	91
Not Tenure Eligible Subtotal	165	291	300	336
TOTAL	280	440	477	522

- **Provost Phyllis Wise.** We look forward to working with the provost to develop strategies that address many of the challenges facing the UW. In particular;

(a) We would like the administration to propose policies and practices that will foster the mentoring of faculty. It is clear that many of the minority and women faculty who leave the university do so because they have received poor guidance from their unit leaders. The university must address this problem.

(b) The administration must ensure that search committees and admissions committees have diverse representation. In addition, members of faculty search committees should each receive a copy of the UW Faculty Recruitment Toolkit. This document details some very effective strategies for recruiting women and minority candidates.

(c) President Emmert and Provost Wise must hold deans accountable for the lack of diversity in their units. Perhaps if one or two of these deans are fired for their inability to address this deficiency in the university, the other deans may actually do something about the problem.

<i>Hispanic Faculty 1997-2006</i>				
<i>Faculty Title</i>	<i>97</i>	<i>00</i>	<i>03</i>	<i>05-06</i>
Tenured Faculty	27	33	34	36
Tenure-eligible Assistant Profs	11	12	15	18
Tenure Track Subtotal	38	45	49	54
WOT Faculty	13	17	16	16
Research Faculty	3	24	5	6
Lecturers/Teaching Associates	15	27	27	23
Temporary Faculty	13	10	12	18
Not Tenure Eligible Subtotal	44	78	60	63
TOTAL	82	123	109	117

This is a report of the Faculty Council on Multicultural Affairs, chaired by Professor Brian Fabien (Mechanical Engineering).



Shared Governance

IP

A Lesson from the Storti Case: Fix the Adjudication System

The Duane Storti case is just one example of the collapse of the University's dispute resolution system. Most of us know little about the grievance process, but find yourself in a dispute with your chair or dean or with a student or another faculty member and you will quickly learn how important it is that the university maintain a fair and expeditious system.

The Faculty Code allows a grievant to choose either of two avenues for dispute resolution. One is conciliation, a process of mediation usually handled by a conciliation officer appointed by the Ombudsperson. The other is adjudication, which involves a hearing before an appointed hearing officer and/or a panel of consisting of faculty members and possibly students and staff. The administration in recent years has tried to push all disputes into conciliation and has become so wary of adjudication that the rights and procedures outlined in Chapter 28 of the University handbook have been seriously compromised.

In the Storti case and several others the administration argued that adjudication panels did not have jurisdiction over certain issues, or that panelists had a conflict of interest merely because they serve on the faculty. Presidents McCormick and Huntsman also vetoed adjudication panel decisions, and prevented decisions being rendered in a timely manner.

There are other problems: Disputants have raised issues about the fairness (or lack thereof) in conciliation as well as adjudication proceedings, about the burden of proof weighing more heavily on faculty than administrators, about administrators with law degrees appearing at hearings where the other party is without counsel, about the administration inappropriately denying access to adjudication, and about the difficulty of getting unbiased procedural advice.

The main problem is the growing perception that disputants have nowhere to turn, that the expeditious and fair system of dispute resolution that is outlined in the Faculty Code no longer works.

The dispute resolution system needs to be fixed. And soon. If the current procedures are flawed, let's talk about changes. AAUP will be asking the Faculty Senate and the central administration to make this a priority.

Medical School Governance

The Faculty Council on Faculty Affairs (FCFA) issued a report in late April 2005 that described its findings on the billing fraud case known as the 'Winn affair' or more generally as the 'Medicare overbilling case'. The Federal investigation of this case resulted in criminal felony convictions of two nationally prominent physicians in the UW School of Medicine, payment by UW Medicine of \$35 million to settle with the Federal government, and payment of an additional \$27 million for legal and other costs.

The FCFA was asked by the Faculty Senate to investigate this matter because of possible financial impact on faculty in UW Medicine. FCFA noted numerous administrative deficiencies, including lack of transparency of administrative decisions, lack of shared governance, and an atmosphere of intimidation. It also became clear that a core problem for faculty in UW Medicine is their split allegiance: on the one hand, they are UW faculty members but on the other hand, they are employees of UW Physicians (UWP), a non-profit corporation that controls the budget within UW Medicine.

The FCFA report was largely substantiated by a subsequent report issued in July 2005 by an administrative committee, the UW Medicine Board Review Committee. This committee also concluded that a flawed administrative structure existed within UW Medicine that in turn resulted in numerous deficiencies in the compliance and audit functions of UWP. These reports seem to have stimulated substantial improvements in the administrative structure of UWP, including greater involvement and oversight by the UW Central Administration, particularly by President Emmert.

Our Guy in Olympia: Faculty Legislative Rep David Lovell

Who speaks for faculty interests in Olympia?

The faculty senate appoints, as a half-time position, a legislative representative whose job it is to work with the state legislature to promote legislation that serves our interests. Responsibilities of the legislative representative include:

- monitoring bills introduced each session that affect the faculty's ability to carry out the educational, research and service mission of the university;
- working with legislators and staff to help them understand our needs and the contributions we make to the state.
- reporting to the Senate Executive Committee and to the Senate

We all owe a big debt of gratitude to our colleagues who take on this job. As with so much of what UW faculty do, the logistics of this job involve a really heroic commitment, as it often entails long drives back and forth to Olympia several times each week, in addition to teaching and other duties. Legislative representatives also face the challenge that as state employees they are not allowed to use university resources to organize the faculty into an effective lobby; yet they work in a political environment in which organized advocacy is expected and often rewarded.

The faculty legislative rep serves for two years, first during the short legislative session and then during the long session. Until recently, a deputy legislative representative served alongside the legislative rep, giving the faculty a two-person team in Olympia and giving the incoming legislative rep a hands-on apprenticeship. Due to budget cuts, however, our current representative David Lovell has worked alone in Olympia this year, as did his predecessor Gail Stygall in the second year of her term.

The Governor and other influential stakeholders are currently attempting to make new policy concerning the relationship between early learning, K-12, and higher education. This effort, especially the "Washington Learns" initiative, may affect funding mechanisms for higher education, and accountability of institutions for producing numbers of graduates, with special emphasis in "high-demand" fields. A major challenge for the faculty legislative rep now and in coming years, is to convey to policymakers that faculty have a critical role in governing institutions — one that should not be ignored when policies are contemplated that affect hiring, curriculum, and program development

To reach David Lovell at his office, write to lovelld@u.washington.edu or call 3-3108. To reach him off-campus, write to lovell1@comcast.net, or call him at home, (206) 789-6771. Lovell also suggests that, when the occasion calls for it, faculty should get in touch from their homes with their particular House and Senate representatives and let them know what they care about and why.



"Salaries are a primary interest affected by the legislature: not just the level of salaries, but whether funds are available to improve the fairness with which compensation is allocated. We also care about working conditions and facilities. It is important to help the legislature understand, however, that these are not parochial interests but consequences of our dedication to a particular public good: the humane and progressive values of higher education. So we also have an interest in protecting our freedom of inquiry and expression in these perilous times."

— David Lovell

17,450,000 Reasons to Join AAUP

Duane Storti's lawsuit provides a lot of reasons to join AAUP. The University has agreed to pay \$17,450,000 to compensate faculty for the raises they should have received in 2002-03. "If you want to do something to recognize and celebrate this outcome," says Professor Storti, "talk to your colleagues and convince them to join AAUP."

Here are some other reasons:

- UW-AAUP's loyal faculty campaign resulted in a \$2 million allocation to address compression.
- Duane Storti's lawsuit has solidified the significance of the Faculty Code and Shared Governance.
- UW-AAUP is working to reform the dispute resolution process that has fallen apart in recent years.
- Self-proclaimed crusaders such as David Horowitz are campaigning to create classroom interference laws that would control what could be said in classrooms and how faculty teach. Join AAUP to support the ongoing lobbying efforts to prevent infringements of academic freedom.
- You care passionately about Academic Freedom and the Future of Higher Education

JOIN AAUP

Return to: Prof. Jane Koenig
Box 357234, Environmental Health

Includes subscription to AAUP's bimonthly, *Academe*
Questions? uwaaup@u.washington.edu

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AAUP Dues

Entrant* / retired / joint \$84 _____

Full time faculty \$183 _____

Associate \$126 _____

Part-time faculty \$43 _____

Entrant membership is for non-tenured faculty and librarians for first four years of AAUP membership.

Associate membership is for those with primarily administrative duties.

Joint membership is offered to those with a spouse in the Full-Time category. One subscription of *Academe* per couple.