

University of Washington  
Department of Earth and Space Sciences  
Meeting of Academic and Research Faculty in Open Session  
Tuesday, March 18, 2014 – 2:30 p.m., 175 Johnson Hall

---

Department Chair Robert Winglee called the meeting to order at 2:35 p.m.

Approval of February 7, 2014 Open Session Meeting Minutes

The draft minutes were circulated for review and were approved.

Meeting synopsis:

1. Announcements
  2. Reports and Business
  3. Standing Committees
  4. Old Business
  5. New Business
  6. Adjournment
- 

**1. Announcements**

- a. Welcome Sue Bernhardt as the new administrator (Winglee)
- b. Committee Meetings and Grad Students (Zack Ploskey) – moved discussion to Graduate Program section.
- c. Geological Society of America Annual Meeting in Vancouver B.C. from October 19-22, 2014 (Winglee)
- d. Course Syllabi (Noell Bernard-Kingsley)
  - i. Need to include on syllabus: Center for Teaching & Learning Common Components, Student Conduct Statement, Disability Statement, and Misconduct Statement. Any questions, please ask student services.
  - ii. Noted by Bourgeois that everyone should pass out hard copies of syllabus as most faculty during the discussion said they posted it on their website.
- e. Next faculty meeting will also be moved to Friday, April 11<sup>th</sup> at 2:30 p.m. in JHN 111 and Dean Graumlisch will be in attendance (Winglee).
- f. Congratulations to Kate Huntington and Drew Gorman-Lewis as their promotions have been finalized from Assistant Professor to Associate Professor. Congratulations to Paul Bodin's as his promotion has been finalized from Research Associate Professor to Research Professor. (Winglee)

**2. Reports and Business**

- a. *Curriculum (Waddington)* – Question arose about chemistry track for ESS undergrads (Cowan). Curriculum committee is currently meeting about various tracks. More information to be presented later as it is reviewed.
- b. *Undergraduate Program (Roe)* – Academic Continuation Policy.
  - i. If a student goes below a 2.0 they will receive a notification via email to see advising to determine a plan for that course. If they ignore, then they can be expelled.
  - ii. Many students wait until their junior year to declare ESS major which stresses core classes.

- iii. Need to encourage students to declare ESS major sooner. Numbers right now are: 5 Freshman, 16 Sophomores, 57 Juniors, 90 Seniors.
  - iv. Recently started up again this January– informal exit interview with Dana Hansen asking about their educational experience with ESS.
  - v. Discussed that a more formal, written questionnaire should be developed and possible tracking of students after completing graduation so information could be shared with chair and faculty. Include both positive and negative experience and why they chose an ESS major.
- c. *Graduate Program (Waddington)*
- i. Zack Ploskey, Graduate Student, presented the outcome of the graduate retreat. The graduate students want to improve the student / advisor relationship so they feel that they are getting more support. Request is to meet with their graduate committee a minimum of once a year to ensure their progress is successful. Twice a year is preferred.
    - 1. Bourgeois felt like this was a good idea to meet once in the fall and once in the spring.
    - 2. Motion was presented to start with at least one meeting a year and it was seconded. 28 approved, 0 opposed, 1 abstained.
    - 3. Discussion was committees are to meet once a year and then try to increase it to twice year if possible. Student Services to help remind and enforce meetings.

### 3. Standing Committees

- a. *Admissions (Buick)* - 3 accepted, 3 declined, 20 more admitted but undeclared. Starting to deny applicants, so please inform the committee if you wish to admit any replacements for declinations.
- b. *Computing (Harnett)* – Nothing to report
- c. *Development (Winglee)* – USEED Crowd Funding allows funds to come through to department through Advancement with no overhead. Starting point is \$10,000 and must have a team of five people. Students are able to participate in crowd funding as well. Can develop any type of idea to get funded – field work, exhibitions, research, etc.
- d. *Oversight (Conway/Schmidt)* – Nothing to report
- e. *Prelim (Brown/Cowan/Gorman-Lewis)* – Nothing to report
- f. *Promotions, Reappointment, Merit (Bourgeois)* – Files will be reviewed after March 24<sup>th</sup> due date of Scholarly Activity Reports.
- g. *Scholarships, Fellowships, & Awards (Stone)* – Deadline has been set for scholarships as April 7<sup>th</sup>.

### 4. Old Business

- a. Renewals and Non-renewals for Affiliates and Adjuncts (Winglee) – Results were sent via email.
- b. Space Science and Technology Vote Results: 33 responses – 27 yes, 5 no, 1 abstain (Winglee)
- c. Draft Salary Proposal (Harnett) – Proposed Faculty Salary System
  - i. Rank Promotion Raises would be 12%
  - ii. Tiers within Ranks
    - 1. Assistant Professor – 1, 2
    - 2. Associate Professor – 1,2,3
    - 3. Professor – 1,2,3,4,5,6 & 7,8,9 (eminent prof)
    - 4. Similar tiers in Lecturers ranks

- iii. 8% increase of average unless you were hired in at market rate. There will be a cap.
  - iv. No salary policy can make up for lack of funds.
  - v. When resources are tight, system can function with no increase costs, that funds released by retirements and resignation will be diverted from the salary system to other uses.
  - vi. When more resources are available, it will make it much easier to effectively reward excellence with competitive salaries and begin to close the gap.
  - vii. Timeline – Goes to Faculty Senate Vote on May 2014. Once it gets to President, it will be approved since Provost has been involved. Full faculty vote in fall.
  - viii. There is a budgeting committee out of President’s office determining monies distribution and if this works financially.
  - ix. Next academic year would be to figure out who goes into which tier. July 2015, tier system would be fully implemented with new accounting software.
- d. Unit Adjustments (Winglee)
- i. Presented results of catalyst poll. Option B – unit adjustment – most popular. Executive committee agreed that department should move ahead with unit adjustment.
  - ii. 3% unit adjustment - \$20k from savings staff rehires, \$20K from Steve Warrens retirement, \$40k from ABB earnings that are expected to become permanent to the department. \$80K total. Note: This equals one Assistant Professor Faculty line.
  - iii. Plan has been approved by College and awaits Provost approval.
  - iv. Choosing this plan will squeeze the department. No hiring for one to two years. If any faculty out there knows they plan on retiring please let Robert know.
  - v. The next retirement needs to be considered towards a faculty line or the department will be losing FTE’s.
  - vi. Unit adjustments are available at any time per the Provost with a threshold.
  - vii. Presentation of graph. Trend line based on peer average. Everyone will get a 1.5% increase. If under the line, will get a weighted compression percentage depending on amount earning. 1.5% + 1% compression, 1.5% + 2% compression, 1.5% + 3% compression. Would go into effect July 1<sup>st</sup>.
  - viii. Recent hires (assistant and associate) were brought in at market rate.
  - ix. Side note that everyone will receive a 4% increase effective September 15<sup>th</sup>.
  - x. Motion to accept the unit adjustment with proposed compression percentages for academic faculty was seconded. 25 approved, 3 opposed, and 1 abstained.
  - xi. Research Faculty – Can implement a pay increase via their grants. Discussion concluded that the pay increase would be based on a case-by-case basis. Winglee to discuss with individual research faculty.

## 5. New Business

- a. College Council Elections (Bourgeois)
  - i. Bourgeois not renewing her position. Brown has served as an alternate and has been quite active. Ideally needs to be a full professor. Provides service to the department.
  - ii. No nominations made at this time. Will have electronic vote.

- b. Spousal Partner Appointment (WInglee)
  - i. Noel Heim, from Stanford, is the spouse of a College of Education hire and looking for an appointment of some sort in ESS/Biology/Burke. College of Education willing to pay bulk of startup costs (\$100k)
  - ii. Agreed to bring Noel out in the spring to give a colloquium and review references.

**6. Adjournment**

- a. The open session adjourned to the Executive Session at 3:55 p.m.

---

*Minutes by:* April Huff

*Attendees - Faculty:* Bergantz, Bodin, Bourgeois, Brown, Buick, Catling, Conway, Cowan, Crider, Duvall, Gillespie, Gorman-Lewis, Hallet, Harnett, Holzworth, Houston, Huntington, Koutnik, Montgomery, Odom, Roe, Schmidt, Sletten, Steig, Stone, Teng, Vidale, Waddington, Winebrenner, Winglee (Chair)

*Staff, Students, and Guests:* Bernard-Kingsley, Bernhardt, Gauglitz, Gorman, Hansen, Huff, Ploskey, Sumner, Tobin, Walters.