

JSIS FACULTY MEETING Minutes

April 12, 2022

9:30 – 11:00am

Meeting Attendees: Marie Anchordoguy, David Bachman, Jeff Begun, Daniel Bessner, Sara Curran, Rebakah Daro Minarchek, Madeleine Dong, Leela Fernandes, Kathie Friedman, Christoph Giebel, Liora Halperin, Judith Henchy, Alex Hollmann, Hajin Jun, Sunila Kale, Nektaria Klapaki, Taso Lagos, Sabine Lang, Rick Lorenz, Celia Lowe, Tony Lucero, Mark Metzler, Matthew Mosca, Devin Naar, Christian Novetzke, Robert Pekkanen, Saadia Pekkanen, Noam Pianko, Scott Radnitz, Cabeiri Robinson, Sasha Senderovich, Kevin Swantek, Jonathan Warren, Jim Wellman, Nathalie Williams, Shelly Wolf, Glennys Young

Meeting Agenda

1. Merit process:

- information from CAS
- COVID impact
- salary compression
- merit process and criteria

2. Discussion of Regional MA programs: trends and opportunities

JSIS new HR Manager Susan Engel attended her first faculty meeting and was welcomed to the meeting.

The faculty discussed upcoming decisions that need to be made on merit raises. Director Fernandes provided a summary of information that was provided by CAS to chairs and directors. The Washington state legislature approved up to 3.25% in raises. The confirmation and allocation of these raises is contingent on conditions and approvals by the Provost and Dean's office. With this understanding and within these constraints, the faculty discussed the principles and procedures that JSIS should use for merit raises for the current cycle. This included a discussion of salary compression and inequities. Faculty spoke at length about the seriousness of compression and the need to begin discussing and trying to address the issue. It was discussed whether the merit committees or the faculty council should play a role in assessing compression. Some faculty expressed concern about merit committees taking on the task given that they already have a large scope to their charge. The possibility of the Faculty Council playing an advisory role was also discussed. It was decided to return to these procedural questions at the next faculty meeting.

The faculty also discussed the question of making public faculty salaries for discussion at the next meeting. Faculty expressed support for data being made public with no names and identifiers attached to the information. Leela Fernandes asked the faculty if they preferred to vote on the release of the data but no one made a motion for a formal vote. It was agreed by consensus that anonymous data would be released for discussion at the May meeting.

In the second part of the meeting OAS Director Britta Simon reviewed some processes and procedures related to the Office of Academic Services and students' grades.

Noam Pianko made an announcement that Graduate Committee reform recommendations would be presented in June for a formal vote. He also noted that discussions of regional MA reforms would also begin.