

Minutes ([Video Recording](#))
Faculty Senate Meeting
Thursday, December 5, 2019, 2:30 p.m.
Johnson Hall 102

1. Call to Order and Approval of Agenda. (Video Time Stamp 00:00:03—00:00:50)

The meeting was called to order at 2:31 P.M.

A Class C resolution on the prohibition of examination students catering thesis or dissertation defenses and other related activities was added to the agenda under Item 9 new business.

As amended the agenda was approved.

2. Faculty Senate Chair's Remarks – Joseph Janes. (00:00:51—00:02:40) **[Exhibit A]**

Janes invited members to read the remarks contained in the Exhibit and added that his teaching this quarter reminded him of the importance of the shared-governance work we do for our students.

3. Reports and Opportunity for Questions. (00:02:41—00:06:08)

- a. Report of the Secretary of the Faculty. **[Exhibit B]**
- b. Report of the Chair of the Senate Committee on Planning and Budgeting. **[Exhibit C]**
- c. Report of the Faculty Legislative Representative. **[Exhibit D]**
- d. Council Activities Report. **[Exhibit E]**

One member asked whether the unit adjustment proposals reviewed by the Senate Committee on Planning and Budgeting dealt at all with equity issues or whether they focused on other issues such as compression.

George Sandison, Chair of the Senate Committee on Planning and Budgeting, responded that unit adjustments can deal with a variety of issues such as compression, merit, and equity. In the past few years, the focus had been compression. This time the emphasis was on merit.

4. President's Remarks – Ana Mari Cauce. (00:06:10—00:25:44)

President Cauce listed some issues as 2020 begins. These include finance transformation, Activity-Based Budgeting (ABB), building maintenance and operations, interdisciplinary fundraising and raising more unrestricted funds, the climate-assessment survey, cost of living, and student mental health.

Cauce highlighted several recent events. She noted the launching of the Center for the Informed Public, which deals with the general issue of misinformation. Cauce said this is a wonderful example of what research universities do, and it also is a good example of partnering with WSU. Cauce said that the UW recently hosted a National Academy of Sciences forum on sexual harassment, which focused on a number of concerns related to faculty. These concerns included the “pass the harasser” problem, addressing the lasting harm suffered by survivors of abuse, and the need for faculty to step up and confront the overall problem. Cauce said that universities cannot summarily fire tenured faculty, but tenure was not meant to protect harassers.

In response to questions, Cauce made several points. She said that childcare is a large issue. Moreover, studies show that although women without children and men with or without children have similar career trajectories, women with children have lower levels of tenure and promotion. With respect to the cost-of-living issue, Cauce said that the Provost is working on ways to deal with the effects on recruitment and retention of faculty. She said there can be a discussion about whether the university needs another task force. With respect to the legislative efforts, Cauce said that no decision has been reached about what percent compensation figure to ask for at the next legislative session. She noted that K-12 teachers have cost-of-living increases built into their raise schedules. Although discussion are ongoing, the legislature thus far has not been willing to consider such an approach for higher education.

Cauce closed by reminding members that an election year is coming up and there may be some rocky times ahead on campus.

5. Requests for Information. (00:25:45—00:26:05)

Summary of Executive Committee Actions and Upcoming Issues of November 18, 2019.

- a. Approval of the September 30, 2019, Senate Executive Committee minutes and the October 17, 2019, Senate minutes.
- b. Report from the subcommittee on housekeeping and the faculty code.

There were no requests for information.

6. Memorial Resolution. (00:26:06—00:27:43)

On behalf of the Senate Executive Committee, Robin Angotti, Vice-Chair of the Faculty Senate, presented the resolution.

BE IT RESOLVED that the minutes of this meeting record the sorrow of the entire faculty upon its loss by death of these friends and colleagues:

Professor Emeritus Lawrence Bliss of Arts & Sciences who died on July 7, 2019, after having served the university since 1978.

Professor Ann Nelson of Arts & Sciences who died on August 4, 2019, after having served the university since 1994.

Research Scientist Charles Spiekerman of Dentistry who died on August 9, 2019, after having served the university since 1990.

Associate Professor Gregory Misbach of Medicine who died on September 10, 2019, after having served the university since 1982.

Clinical Associate Professor Emeritus Dieter Kirchheim of Medicine who died on September 24, 2019, after having served the university since 1969.

Associate Professor Bayard Wilson of Engineering who died on September 23, 2019, after having served the university since 1962.

The resolution was approved by a standing vote.

7. Consent Agenda. (00:27:48—00:28:03)

- a. Approve nominees for Faculty Councils and Committees. **[Exhibit F]**
- b. Approve nominations for 2019-2020 Senate Executive Committee positions. **[Exhibit G]**

The consent agenda was approved.

8. Announcements. (00:28:03—00:28:06)

There were no announcements.

9. New Business. (00:28:07—00:42:27)

A motion was made and seconded to approve the resolution, herein attached as Exhibit J.

Joy Williamson-Lott, Dean of the Graduate School, Rich Gardner, Associate Professor of Pharmacology, and Nina Salama, Affiliate Professor of Microbiology, spoke to the motion. They said it is aimed at protecting students by addressing power imbalances, creating uniform expectations, and reducing financial and emotional stress. The resolution is endorsed by Graduate and Professional Student Senate.

In response to questions, several points were made. It was made clear that there are no overt enforcement mechanisms, rather the intent is to support a culture change. The focus is the student who is the subject of the exam bringing food to the exam for other people attending the exam. The resolution is not aimed at other situations, such as other students bringing food to the exam or a pot-luck post-exam celebration. Several members suggested that the underlying graduate student resolution should be reworded to make such distinctions apparent.

The motion passed.

10. Discussion Items. (00:42:28—01:39:00)

- a. Proposed title change for lecturers. **[Exhibit H]**
Jack Lee, chair of the Faculty Council on Faculty Affairs.

Lee summarized the material contained in the Exhibit. He added that the expected effective date for the new titles is September of 2020. He also discussed some of the objections that have been raised. There are concerns that the change would create different workload expectations than currently in place for the teaching faculty. Lee noted that the Code language on expectations will not be changed. There also are concerns that the new maximum contract lengths will become the expected lengths even in units that cannot afford them. Lee thought that the longer lengths would be relatively rare. Some have wondered whether using the “professorial” language suggests that the tenure-track faculty do not teach. Lee said that this is not really anything new; there is an ongoing challenge to explain to legislators the role of tenure-track faculty in an R-1 university. Moreover, one could argue that the new language reinforces the UW’s commitment to teaching. Finally, there have been concerns that this will encourage colleges to hire more teaching faculty at the expense of the tenure track. Lee said that the days of all faculty being tenure track are over. The general issue of the proper mix of faculty is something that will have to be addressed, especially if the UW wishes to remain a premier R-1 university.

During the discussion, several points were made. Janes emphasized that the proposal represents a realignment, in a parity and equity sense, of teaching faculty vis-à-vis other faculty. There was general support for the proposal. Lee reiterated that new recruits will be handled automatically, a conversion process will be required for existing teaching faculty. The proposal will not cover the sorts of benefits, such as rehiring, that is handled by Academic Human Resources. There was concern that the proposal might make it easier to steer historically under-represented groups into the teaching positions. There was the related concern about the tenure-track faculty being slowly replaced by research and teaching faculty. Some expressed concern about the ability of teaching faculty to evaluate research or research faculty to evaluate teaching in the merit determinations. It might not be fair per se, and it might give misinformation to faculty about their progress toward tenure/promotion. Lee acknowledged the problem, but he said that it intentionally was not addressed in the proposal. Some members felt that should be addressed as part of the proposal. It also was argued that the information from teaching/research faculty could be helpful as to how faculty are faring on the teaching/research requirements for promotion/tenure. It also was argued that the Section 24-57:D conferences are the proper place for providing information on progress toward tenure/promotion. Lee said that the proposal does not change the current Code language dealing with the letters required for promotion. The proposal has specific language expanding emeritus status to include teaching faculty. Members noted that some departments treat artists in residence in much the same way as lecturers. Lee acknowledged that artists in residence are not covered by the proposal, but those faculty as well as clinical faculty could be addressed in future proposals. Lee note that the proposal doesn’t specifically address the problem of teaching faculty taking on administrative positions in which they review people who might later vote on their promotion/retention, but he noted that there currently are associate professors serving as Chairs who face the same problem.

- b. Update on policies and procedures from the Faculty Council on Academic Standards. **[Exhibit I]**
Ann Huppert, co-chair of the Faculty Council on Academic Standards.
Dan Ratner, co-chair of the Faculty Council on Academic Standards.

Huppert and Ratner summarized the material in the Exhibit. Ratner described the general role of the Council (FCAS) (deliberative and advisory), the subcommittee structure (Subcommittee on Admissions and Programs (SCAP) (reviews Seattle programs), Subcommittee on Admissions and Graduation (SCAG), Subcommittee on Honors, and the related UW offices (Office of University Registrar (OUR), University of Washington Curriculum Office (UWCO), University of Washington Curriculum Committee (UWCC) (handles individual courses for all three campuses)). Huppert spoke about the three types of Council actions of at issue here: general academic standards and policies (i.e. rules and regulations), general academic guidelines, policy clarifications, and recommendations, and specific procedures used by the Council in its program vetting function. The plan is to (re-)promulgate the standards and policies as Class B legislation and implement a process for appropriate oversight and input with respect to the other two types of actions.

11. Good of the Order. (01:39:01—01:39:08)

There was nothing offered for the good of the order.

12. Adjournment. (01:39:09--01:39:22)

The meeting adjourned at 4:10 P.M.

Prepared by: Mike Townsend Approved
by:
Mike Townsend
Secretary of the Faculty

Joseph Janes
Joseph Janes, Chair
Faculty Senate

NOTE: *If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, December 12 at 2:30 p.m. in Johnson Hall 102*

Report of the Faculty Senate Chair
Joseph Janes, Associate Professor, Information School

Colleagues –

I'm delighted to report that the work of faculty governance is proceeding in earnest on a number of levels across our university. Our faculty councils have begun their meetings for the year – about which more in a separate report – on topics such as medical excuse note policies, tri-campus relationships, our negotiations with Elsevier, and distance learning.

In particular, we have two substantive items before us for discussion today. The Faculty Council on Faculty Affairs, in close coordination with the administration, has been working on matters regarding instructional faculty for many years, and is now drafting Class A legislation to amend the Faculty Code to change the titles for current career lecturers; Jack Lee will lead that discussion.

Ann Huppert and Dan Ratner will then update us on the work they've been leading in the Faculty Council on Academic Standards; that group and its subcommittees have been hard at work in looking at our curricular and scholastic procedures and policies and the structures by which those are implemented. I believe we can expect a number of items of Class B legislation will come before us this year and beyond based on this.

Senate leadership has also had our regular quarterly meetings with the chairs of all our faculty councils, as well as the elected faculty councils of the schools, colleges, and campuses. As is often the case, issues under discussion in the various units differ based on local circumstances, from budgetary and long-range planning matters through curricular reviews and revisions, to preparing for changes in administration, bylaw reviews, and merit processes and so on.

Several of us recently attended the annual meeting of the Pac 12 Academic Leadership Coalition, made up of the faculty governing bodies of the Pac 12 institutions, hosted by our colleagues at the University of Colorado at Boulder. It was a great opportunity to meet and pick up ideas and good practices, and in particular to hear about important work from a number of people at Boulder, regarding evaluation of teaching, mental health and suicide prevention, open access, instructional faculty, and dispute resolution processes, all of which are relevant to us here as well. We were also able to share some of our experiences and practices that could be helpful to others.

It's the time of year when many projects are ramping up and moving forward; faculty are participating in a substantial review of the Activity Based Budgeting model, and in looking at the first quarter's experience with the new state law regarding religious accommodations, the dispute resolution revision process continues as code language drafting is underway, and no doubt a great deal more as well. As always, we thank all those faculty throughout the institution who give of their time on our mutual behalf, and look forward to more great work to come.

Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. Vice-Chair Nominations: The search for the 2020-21 Faculty Senate Vice Chair is beginning and currently seeking nominations. The ideal candidate would be an accomplished senior faculty member who has served in leadership roles within the university and who has the breadth of understanding to speak for the faculty across the university. If you are interested or know someone who would be well qualified for the position, please contact Joey Burgess (jmbg@uw.edu) in the Faculty Senate Office.

2. Committee on Committees: The Committee on Committees will soon be seeking candidates for membership on various Faculty Councils and Committees. Contact Joey Burgess (jmbg@uw.edu) for further information.

3. Faculty Disciplinary Task Force: Work continues on the revisions to the Faculty Code. It is anticipated that more presentations will be made to the Faculty Senate this year with Code language presented for adoption during the 2020-21 academic year.

Report of the Chair of the Senate Committee on Planning and Budgeting
George Sandison, Professor, School of Medicine

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions.

At the time of writing SCPB has met four times since the previous report to the Faculty Senate held 10/17/19. In these four meetings the committee has acted and advised as follows.

- Reviewed a monitoring system to identify the fiscal health of academic units and discussed those in operating deficit status.
- Advised on the OPB analysis and selection of a model option for summer quarter teaching revenue sharing between the unit and provost.
- Received an update on the Be Boundless campaign and advised on the approaches and changes that could be made for a successful next campaign.
- Discussed proposed unit adjustments to faculty salaries aimed at achieving peer equity for deserving faculty. Proposals were submitted by deans of the College of Arts and Sciences, College of Built Environments, College of Education, College of Engineering, School of Medicine, and School of Public Health. Proposals were approved by the unit's elected faculty council.
- Received an update on the FY 19 research revenue and expenditures compared to previous years. (FY19 revenue increased 18% over FY18 and barring a recession projections indicate further significant increases for FY20, FY21 and FY22). Analysis of a 5% cut in indirect costs and how the university might plan to deal with a financial contraction of this size was discussed.
- Received a brief update on the Global Innovation Exchange (GIX) and success of graduates and recent expansion of the MS degree offerings was discussed.
- Discussed the latest evolution in the long term strategic capital planning process proposal and provided feedback. Greater emphasis is to be placed on academic priorities, full integration of clinical projects for UW Medicine, firm financial borrowing limits, defined new building space limits with required funding of future maintenance for the space based on square footage plus alignment of emerging needs with early stage coordination of fundraising efforts.
- Received an overview of changes to the FY2021 Annual Review Process. Discussed and advised upon the collection of more data on undergraduate enrollment capacity planning, fiscal exigency planning and the status of business, academic and research continuity plans (BARC).

SCPB will continue to monitor the fiscal health of the various academic, research and business units especially those units in debt or in a weak fiscal condition. Future meetings will include engagement upon plans for legislative lobbying, student enrollment plans, student life investments, tuition and fees, ABB phase III, student financial and tuition aid and faculty/staff benefits.

Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor, Music History

As the legislative session approaches, some issues are beginning to take shape; while some higher education issues will be considered, the major work in the 2019 session, creating a fund and stable payout for financial aid for undergraduate resident students, was so time-consuming that members are expected to put more focus on other areas of their responsibility to the state. Of interest to me this week is a legislative committee meeting that will consider what is described as a shortfall in the expected revenue in the new fund. It was expected that it would take a few years to fully fund, so I am curious to find out the difference between the expected and actual result of the revenue generation to date.

Our main faculty priority from the 2019 session is legislation that would create a faculty regent at the UW and WSU. This legislation easily passed the House higher education committee and full House (as it does every year), and for the first time, we had enough votes in the full Senate for the legislation to pass. The process of getting a bill advanced for the full vote has many steps, however, and other legislation had a priority in 2019. I hope that we will be able to proceed through the funnel of process to get a final vote on this legislation in 2020.

2020, and all even-numbered years, is a short legislative session of 60 days; the main budget items addressed are corrections and adjustments to the full 2019-21 biennial budget, rather than dealing with new budget requests. The university is requesting an adjustment and re-appropriation to some salary funding and criteria set in the 2019-21 budget, along with a few other adjustments in operational funding. The next budget session is in 2021, and Winter-Spring of 2020 will be the period of planning the next biennial budget request, in consultation with the Senate Committee on Planning and Budgeting.

As I am sure you have read, Referendum 88 was rejected in the general election, with approximately a one percent difference between the "Approve" and "Reject" votes. Approval would have upheld Initiative 1000, an initiative to the Legislature in 2019, that would have once again permitted the use of race and ethnicity as a factor in hiring and in university/college admissions. Proponents are considering several paths forward, including an initiative to the people, which would put the issue on the ballot of the November 2020 general election. But it is not clear how this might move forward yet.

Council activities report.**Faculty Council on Academic Standards**

In addition to the normal business of reviewing program changes, the following are major issues that FCAS has undertaken or recently completed:

- Advanced Class B legislation concerning changes to the Scholastic Regulations that lowers the required grade point average from 2.5 to 2.0 for undergraduate students on academic probation to remain at the University (approved).
- Advanced Class B legislation concerning changes to the Scholastic Regulations that sets a University-wide standard grade cutoff for the Credit / No Credit designation that is in line with the University's numerically-graded courses (0.7 or greater) (approved).
- Reviewing and determining if FCAS policies, published on the council's website, should be forwarded as Class B legislation.

Faculty Council on Benefits and Retirement

- Continues to work with UW Benefits and explore the feasibility of a tool that would allow UW employees to estimate income from the UW Supplemental Retirement Plan (UWSRP).
- Continues to work with UW Benefits, UW Retirement Relations and UW Retirement Association on coordinated pre-retirement planning communications and events.
- Requesting information from UW Benefits and Academic Personnel regarding the state paid family and medical leave and the implementation plan.

Faculty Council on Faculty Affairs

FCFA forwarded Class A legislation that amended Faculty Code Section 23-45 related to changes to membership for elected faculty councils (approved). The council also a Class C resolution regarding data on part-time lecturers where the Faculty Senate called on the Provost's office to support the collection of information sufficient to develop a clear understanding of hiring practices for part-time lecturers (approved).

Additionally, FCFA is charged with addressing the following topics/goals for the academic year:

- Reviewing Faculty Code language and propose Class A legislation regarding lecturer title changes (i.e. "Teaching Professor" track).
- Reviewing Faculty Code Chapter 24-54 Procedure for Promotions.
- Assisting with forthcoming dispute resolution language.
- Continuing to explore the status, working conditions, and career paths for part-time, instructional faculty.

Faculty Council on Multicultural Affairs

- Developing a proposal regarding a required statement of diversity for University employment, promotion and merit.
- Exploring and collecting data regarding service load, working conditions, and career paths of faculty members of color.
- Continuing to evaluate the Faculty Code through the lens of multicultural affairs, diversity, and difference, with the potential use of Class A legislation to strengthen equity and fairness.

Faculty Council on Research

FCR forwarded a Class C resolution concerning support for the continuation of the Lab Safety Initiative and for granting legal enforcement authority for the Environmental Health & Safety (approved).

In addition to its normal business reviewing and voting on classified research contracts, the following are other topics/goals that the FCR is charged with addressing during the academic year:

- Developing a Class C resolution concerning increased transparency in regards to animal research practices.
- Examining Faculty Code Section 24-32 and beginning to discuss how might “Community Engaged Scholarship” be better defined, assessed, and recognized at the University.

Faculty Council on Student Affairs

- Developing a Class C resolution that addresses issues around required medical excuse notes and a desired University policy that might address both faculty and student concerns.
- Working with Student Life and ASUW to address and support student mental health concerns.
- Continuing to monitor various Student Life-related ongoing initiatives and provide feedback.

Faculty Council on Teaching and Learning

- Reviewing Scholastic Regulations Chapters 114 and 115 regarding Distance Learning. The council will consider revising language with Class B legislation that eliminates restrictive residency requirements and additional program reviews.
- Developing a Class C resolution regarding a University Zoom Pro License for faculty and students.
- Continues to oversee development of Principles for the use of Learning Analytics at the UW.

Faculty Council on Tri-Campus Policy

- Leading an initiative to evaluate the tri-campus structure by:
 - Gathering information;
 - Providing a forum for conversations; and
 - Crafting advisory report(s) on proposals for Faculty Senate leadership and the University administration
- Consulting with the Faculty Council on Academic Standards, University Registrar, and UW Curriculum Committee regarding tri-campus curriculum policies (e.g. areas of knowledge definition/designation, Quantitative and Symbolic Reasoning designation, etc.).

Faculty Council on University Facilities and Services

FCUFS forwarded a Class C resolution concerning support for the establishment of a UW Sustainability initiative and campus plan (approved). This was an endorsement of a GPSS an ASUW resolution.

Additionally, the council is charged with addressing the following topics/goals for the academic year:

- Monitoring existing and proposed capital projects.
- Conducting annual classroom review, including a review of Bothell and Tacoma campuses.
- Receiving updates on Finance Transformation and from Transportation Services.

Faculty Council on University Libraries

FCUL forwarded a Class C resolution concerning support for the University Libraries’ bargaining priorities in their negotiations with Elsevier and other scholarly journal subscriptions (approved).

Additionally, the council is charged with addressing the following topics/goals for the academic year:

- Monitoring contract negotiations with Elsevier and other “big deal” scholarly journal subscriptions.
- Receiving updates from the University Libraries.
- Continuing to monitor implementation of new UW Open Access Policy.

Faculty Council on Women in Academia

- Working with the Office of Faculty Advancement to promote increased transparency around promotion and merit guidelines.
- Participating the University's Title IX Steering Committee.
- Continuing to monitor development of new capital projects with an emphasis on addressing campus wellness room shortages.

2019-2020 Appointments to University Committees and Faculty Councils.**Advisory Committee on Student Conduct**

Andrea Carroll, College of Arts and Sciences, as chair for a term beginning immediately and ending on September 15, 2020.

Faculty Council on Academic Standards

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Joseph Wilson, Graduate and Professional Students Senate, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Faculty Affairs

Jennette Kachmar, Associated Students of the University of Washington, without vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Research

Brandi Cossairt, College of Arts & Sciences, as a member for a term beginning immediately and ending September 15, 2020.

Faculty Council on Student Affairs

Mathew Emery, Associated Students of the University of Washington – Bothell, with vote for a term beginning immediately and ending September 15, 2020.

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Teaching and Learning

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Tri-campus Policy

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Women in Academia

Lauren Lichty, UW Bothell, as a member for a term beginning immediately and ending September 15, 2022.

Pamela Mitchell, Professor Emeritus, as a member with vote for a term beginning immediately and ending September 15, 2020.

Nominations for 2019-20 Senate Executive Committee Positions.**Open Seat Nominations**

Positions	Nominees
Engineering – 1 position	
	Sumit Roy, Electrical & Computer Engineering

Proposed title change for lecturers.

A Proposal from the
Faculty Council on Faculty Affairs:

Teaching Professor Track



What are we proposing?

We propose to convert most faculty with
“lecturer” titles to “teaching professor” titles

What are the details?

Faculty with the following titles would be converted immediately:

- Principal Lecturer
→ Teaching Professor
- Senior Lecturer Full-Time
→ Associate Teaching Professor
- Senior Lecturer Part-Time (≥ 50% & full-year)
→ Associate Teaching Professor
- Lecturer Full-Time
→ Assistant Teaching Professor

No change (for now):

- Other part-time lecturers
- Lecturer Full-Time Temporary
- Affiliate lecturers, visiting lecturers, etc.

- This is only one step in an ongoing process of improving the employment conditions of our teaching faculty
- There will still be more to do, especially for part-time and temporary lecturers
- This step is important and should be done right away

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What are the details?

As far as possible, the code language regarding qualifications, appointments, merit evaluations, reappointments, and promotions should be the same as for lecturers

- These will not be tenure-track positions
- No six-year up-or-out requirement
- Degree requirements set locally
("completion of professional training appropriate to the teaching, scholarship, and service requirements of the position")
- No unit will have to commit increased financial resources or contract lengths
(except there may be a very small number of raises due to minimum salary requirements)

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What are the details?

We are proposing two nontrivial changes

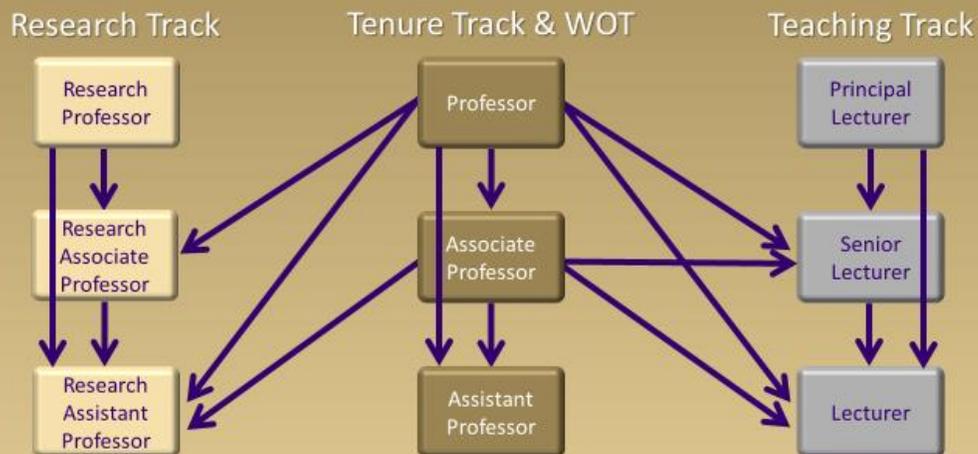
Maximum contract lengths

- Assistant Teaching Professor: 5 years (no change)
 - Associate Teaching Professor: 7 years
 - Teaching Professor: 10 years
-
- No unit would be required to award these longer contracts
 - Available for units that want to make such a commitment to job security and academic freedom of their teaching faculty

Voting rights

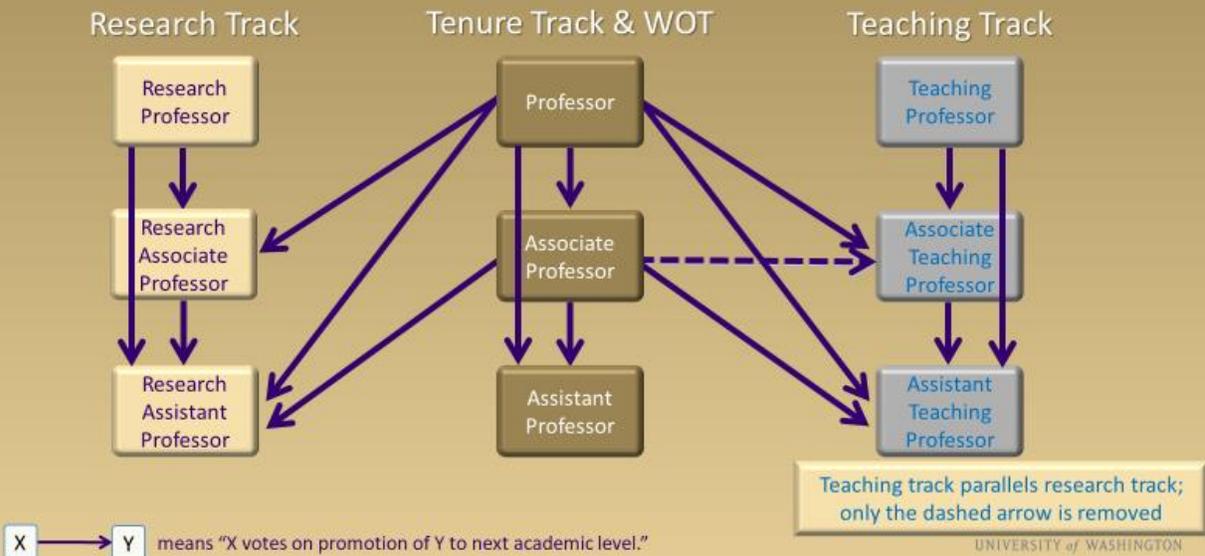
Voting rights on promotion, tenure, reappointment, merit, and salary are linked to rank, so faculty on the Teaching Professor track would end up higher in the voting hierarchy

Voting Rights for Promotion and Tenure - Current 2019



X → Y means "X votes on promotion of Y to next academic level."

Voting Rights for Promotion and Tenure - Proposed



Voting Rights for Merit & Salary - Current 2019



Voting Rights for Merit, Salary, & Reappointment (Proposed)



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Why are we proposing this?

The nature of the UW faculty has changed dramatically over the past few decades

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Why are we proposing this?

The UW Core Faculty in the 20th Century

Research & Teaching Faculty

- Tenure-Track Assistant Professors
- Tenured Associate Professors
- Tenured Professors

Job description (roughly):

- 1/3 research
- 1/3 teaching
- 1/3 service

Why are we proposing this?

The UW Core Faculty in the 21st Century

Research Faculty	Research & Teaching Faculty	Teaching Faculty
<ul style="list-style-type: none">▪ Research Prof.▪ Research Assoc. Prof.▪ Research Asst. Prof.	<ul style="list-style-type: none">▪ Tenured & WOT Professors▪ Tenured & WOT Associate Professors▪ Tenure-Track & WOT Assistant Professors	<ul style="list-style-type: none">▪ Principal Lecturer▪ Senior Lecturer▪ Lecturer

Why are we proposing this?

▪ **Equity**

Most lecturers are women, and a higher percentage are people of color than in the professorial ranks.

▪ **Recruitment and Retention**

In some colleges, it's getting harder to recruit and retain excellent teaching faculty, because other universities offer professorial titles.

▪ **Parity**

Other non-tenure-track faculty, mostly with no higher qualifications than our lecturers: Research Professor, Clinical Professor, Professor of Practice.

Why are we proposing this?

▪ **Morale**

Our teaching faculty carry an ever-increasing portion of the teaching load in this university. Titles should not imply "second-class."

▪ **It's a National Trend**

Just a few years ago, a half-dozen universities were doing this. Now there are at least 40.

▪ **Professionalism**

Encourage departments to consider teaching faculty members as career professionals.

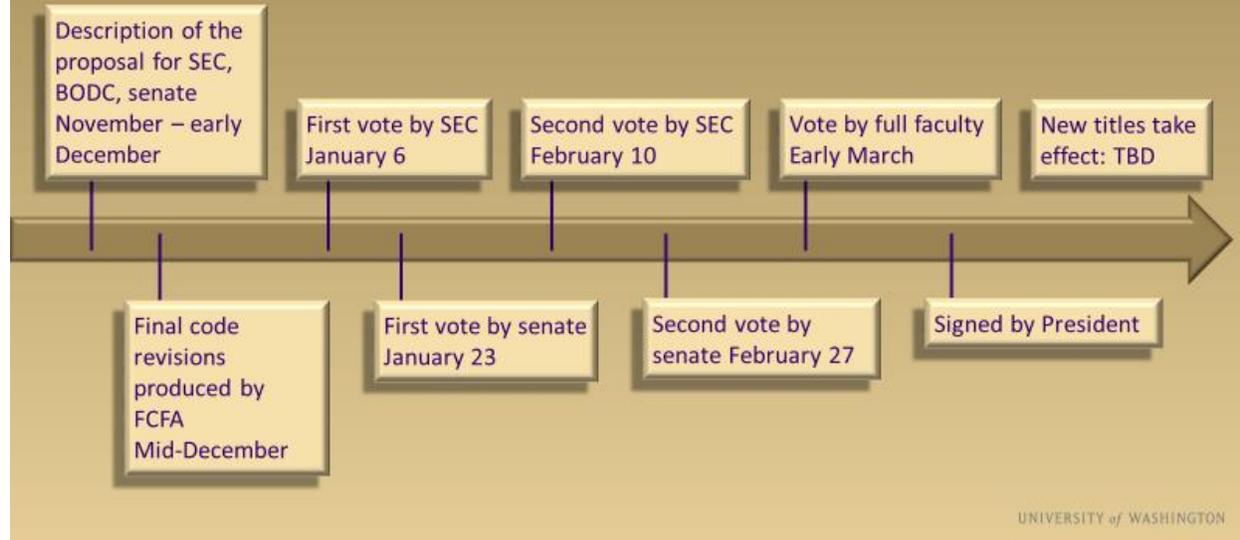
▪ **Respect**

Professorial titles command more respect from students, graduate admissions committees, and granting agencies.

▪ **Commitment to Teaching**

Let's demonstrate to students, parents, legislators, and donors that our courses are taught by "real" faculty on a career path.

When will this happen?



For More Information:

- groups.google.com/d/forum/fcfa-teaching-professor-proposal
- johnmlee@uw.edu



Update on policies and procedures from the Faculty Council on Academic Standards.

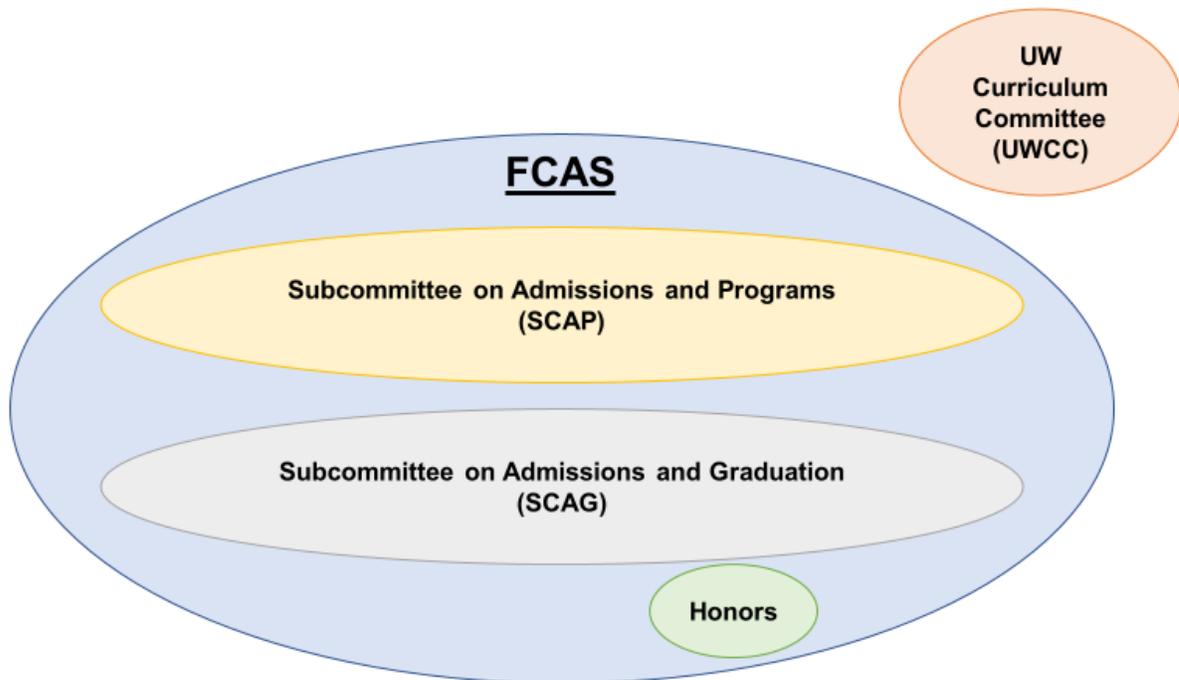
FCAS in Faculty Code

- **Section 42-33 Duties, Responsibilities and Powers of Faculty Councils**

Faculty councils serve as deliberative and advisory bodies for all matters of University policy, and are primary forums for faculty-administrative interaction in determining that policy

- **Section 42-34 Faculty Council on Academic Standards**

The Faculty Council on Academic Standards shall be responsible (as described in [Section 42-33](#)) for matters of University policy relating to the academic affairs of the University, such as admissions policy, scholastic standards, university graduation requirements, and inter-institutional academic standards.



FCAS in Scholastic Regs

- Admissions - [Chapter 101, Section 1.a](#)
- Admissions - [Chapter 101, Section 2.a](#)
- Honors - [Chapter 110, Section 4](#)
- Time Limit Exceptions – [Chapter 114, Section 2.f](#)
- Distance learning - [Chapter 114, Section 1.b.2](#)
- Distance learning - [Chapter 114, Section 2.h.2](#)
- Distance learning - [Chapter 115, Section 1.i.1](#)
- Satisfactory process – [Chapter 116, Section 5](#)

Senate presentation 12/5

Dan:

We're excited to come to the senate today to present work that we have begun this quarter at the request of senate leadership to review Faculty Council on Academic Standards (FCAS) policies, internal procedures, and guidelines with the goal of collaborating with the senate to bring greater transparency to the business of FCAS.

To frame the work we are planning, we would like to begin with a brief introduction to the Faculty Council on Academic Standards. FCAS, along with all Faculty Senate Councils are established in the faculty code to, "serve as deliberative and advisory bodies for all matters of University policy, and are primary forums for faculty-administrative interaction in determining that policy." Specifically, FCAS is "responsible (as described in [Section 42-33](#)) for matters of University policy relating to the academic affairs of the University, such as admissions policy, scholastic standards, university graduation requirements, and inter-institutional academic standards."

To accommodate the significant volume of business that comes before the council, FCAS has been organized into three subcommittees:

SCAP, which has the primary charge of reviewing 1503 program submissions for changes to undergraduate programs

SCAG, which has the primary charge of providing faculty oversight and advice to University Admissions

and **Honors**, which authorizes the minimum GPA for UW Baccalaureate honors, determines the freshman, sophomore, and junior medalists, as well as the president's medalist and president's transfer medalist.

It is worth noting, that while much of the function of the council has been defined internally, FCAS is named on multiple occasions in the Scholastic Regs, due to the role that it plays in a number of matters, including University Admissions, Honors, Time Limit Exceptions, Distance Learning, and Satisfactory Progress.

The work of FCAS is significant and impactful due to the very nature of the council's charge in overseeing university academic standards, including academic programs, admissions, and graduation. Every unit within the university interacts with FCAS through their regular conduct of business. For instance program revisions are dependent on FCAS policies, procedures, and guidelines, for their review and approval, highlighting the importance of ensuring that these practices are consistent with the intent of the faculty senate.

Ann:

The significance of this work requires regular review. My role today is to describe how we intend to pursue this review process with you, the Faculty Senate.

FCAS operates according to a set of rules of engagement that fall into three categories that I will define: Procedures, Guidelines, and Policies.

The differentiation between Procedures and Guidelines is somewhat fluid, and the categories themselves will be part of our review, while Policies are more clearly defined.

Procedures – provide information relating to the process for proposing changes to undergraduate programs, that is the 1503 process that Dan described.

These procedures therefore are internal processes but provide a framework for how FCAS interacts with submitting units and conducts its primary business.

Guidelines – are external communications from FCAS to other parties regarding more general issues, and include recommendations to units preparing to submit 1503s, program admissions requirements, and syllabus guidelines. As these descriptions suggest, there is a nuanced distinction between procedures and guidelines.

The recommendations in these guidelines do need oversight but will not be codified as Scholastic Regulations.

Policies – are university requirements around Academic Standards and should be described in the University's Scholastic Regulations.

Faculty Senate Leadership has charged FCAS with reviewing our Policies, Procedures and Guidelines and we have begun the review process. Today we can speak about the first stage of our process, how we plan to present to the Senate Class B legislation in order to codify policy.

In Winter quarter we will return with a proposal on how we intend to seek input from the Faculty Senate on FCAS guidelines and procedures so that the Council is conducting its business consistent with Senate expectations.

Regarding FCAS policies, our charge is to review all existing policies currently listed on the council's webpage, revise where necessary or eliminate where possible, and from there, bring all policy forward for review, revision and approval by the Faculty Senate. This will happen in the form of **Class B Legislation** to modify Scholastic Regulations.

Our intent in so doing is to insure that the important work of FCAS is being conducted with the oversight of the Senate.

We are aiming to do this work as quickly as possible, but it will take time and will likely carry over beyond this academic year.

We appreciate the support we have received already and we thank you in advance for your ongoing support as we bring materials for your review in our efforts to complete this business.

In conducting this review we will continue to work with multiple constituencies:

- Faculty Senate Leadership,
- related councils including the Faculty Councils on Tri-Campus Policy, Teaching and Learning, and Student Affairs,
- University Administration through offices including the Office of the University Registrar, Academic and Student Affairs, and Undergraduate Academic Affairs;
- and ongoing campus task forces such as the Writing Task Force.

Our goal is to work collaboratively so as to be transparent in every matter. We appreciate the Senate's time and welcome any questions.

Class C Resolution: Support for the prohibition of students catering thesis/dissertation defenses and other related activities.

WHEREAS the Graduate School has crafted a statement asking faculty to prohibit students from catering thesis/dissertation defenses and other related activities; and

WHEREAS the statement notes that it is common practice in some programs for students to cater food and/or drinks for meetings with faculty (e.g. during general exam defenses or thesis/dissertation defenses); and

WHEREAS the statement notes that this practice is often an implicit expectation rather than an explicit requirement, but the power differential between the student and their faculty mentors means that it is generally far from voluntary; and

WHEREAS the statement explains that students are concerned that they will be punished or judged harshly if they do not cater the meeting; and

WHEREAS the statement demonstrates that buying food can be an undue burden, it can create anxiety for students, and many other universities across the country have or are adopting similar policies to support students; and

WHEREAS the faculty at the University of Washington is deeply committed to educating the next generation of scholars, innovators, and difference-makers; therefore

BE IT RESOLVED that the Faculty Senate of the University of Washington endorses the Graduate School statement.

Approved by:
Faculty Senate
December 5, 2019

The Graduate School statement on prohibiting students from catering thesis/dissertation defenses and other related activities.

It is common practice in some of our programs for students to bring food and/or drinks to meetings with faculty (e.g. during annual committee meetings, general exam defenses, thesis/dissertation defenses). It is often an implicit *expectation* rather than an explicit *requirement*. However, the differential in power between the student and their faculty mentors means that this “voluntary” practice is actually far from voluntary.

The Graduate School, in consultation with the Graduate and Professional Student Senate and the endorsement of the Faculty Senate, is writing to ask that you work with your faculty colleagues to end the practice. Allowing students to make the decision about catering these required meetings themselves is a false choice for them: many are concerned that they will be punished or judged harshly if they do not bring food/drink. We remind you that:

- We have students dealing with [food insecurity](#); buying food for a required meeting is an undue burden (it is an undue burden even if they are not dealing with food insecurity)
- The practice creates a lot of [anxiety](#) for students
- Programs at universities across the country have or are adopting such policies to support students

We are sure that the faculty at the University of Washington is deeply committed to educating the next generation of scholars, innovators, and difference-makers. Allowing students to focus on their studies facilitates that aim. We applaud the programs that have already prohibited student catering at required meetings and encourage the rest of our programs to do so ASAP. Our students will appreciate it.