

Class C Resolution regarding data on part-time lecturers

WHEREAS the faculty of the University has a responsibility to formulate regulations for faculty appointment, tenure, and promotion; and

WHEREAS the University is committed to complying with the Federal Equal Opportunity Act of 1972, the Washington State Law Against Employment Discrimination of 1949, and ensuing regulations, and to hiring a diverse faculty as a way of promoting excellent scholarship and education; and

WHEREAS the Senate supports open searches for part-time and full-time faculty positions as standard practice, recognizing that under very limited circumstances (such as emergency replacements or disability or family leave or affiliate appointments) units may need to hire faculty without an open search; and

WHEREAS the hiring of lecturers without an open search violates the spirit of the Equal Opportunity law and is contrary to the principles of academic freedom as elaborated by the AAUP to which the University of Washington is committed; and

WHEREAS there are data¹ indicating that some units have relied heavily upon this hiring procedure with the consequence that UW continues to have a significant number of lecturers without adequate rights and protections; and

WHEREAS the Faculty Council on Faculty Affairs is charged with making such changes to the Faculty Code as are necessary to support these goals but needs adequate data; therefore

BE IT RESOLVED that the Faculty Senate calls on the Provost's Office to support the collection of information sufficient to develop a clear understanding of hiring practices for part-time lecturers, and to work with the Faculty Senate leadership to determine what information is needed to develop this understanding.

Approved by:
Faculty Senate
April 18, 2019

¹ *UNCERTAINTY AND INSECURITY: The Life of Lecturers at the University of Washington*, by the UW Faculty Forward Lecturer Issues Working Group, 2016. Available at www.uwfacultyforward.org.