

University of Washington
Faculty Council on Academic Standards

November 6, 2020
1:30 p.m. – 3:00 p.m.
Zoom

Meeting Synopsis:

1. Call to order
 2. Discussion of consent agenda process
 3. Consent agenda
 - a. Review minutes from October 23, 2020
 - b. SCAP report
 4. Legislation items:
 - a. Ch 115 Equivalent Courses <https://drive.google.com/file/d/1kz1aSwhWopbGxFR-SZo7ayWTV9hmnWOK/view?usp=sharing>
 - b. Ch 110 - Register Drop https://docs.google.com/document/d/1X6o4-ASKhd9IjFp69K70lp3LhwbCsBh_fwZqLM0gkh0/edit?usp=sharing
 - c. Ch 113 – Withdrawal
<https://docs.google.com/document/d/11Tbe2Ob21HWRz4D6eY10tANErG4HM66BM5wZ5j9jepM/edit?usp=sharing>
 - d. Class C legislation from FCWA
 5. Good of the order
 6. Adjourn
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1. Call to order

The meeting was called to order at 1:30p.m.

2. Discussion of consent agenda process

Chair Huppert provided council members with information about the new consent agenda process to streamline FCAS meetings. Routine meeting discussion points will be moved into a single agenda item. Topics which council members determine need additional deliberation will be removed from the consent agenda and individually reviewed.

3. Consent agenda

- a. **Minutes from October 23, 2020**
- b. **SCAP report**

Chair Huppert asked the council for a motion to approve the consent agenda as presented. The council voted to approve the consent agenda.

4. Legislation items:

- a. **Ch 115 Equivalent Courses** <https://drive.google.com/file/d/1kz1aSwhWopbGxFR-SZo7ayWTV9hmnWOK/view?usp=sharing>
- b. **Ch 110 - Register Drop** https://docs.google.com/document/d/1X6o4-ASKhd9IjFp69K70lp3LhwbCsBh_fwZqLM0gkh0/edit?usp=sharing
- c. **Ch 113 – Withdrawal**
<https://docs.google.com/document/d/11Tbe2Ob21HWRz4D6eY10tANErG4HM66BM5wZ5j9jepM/edit?usp=sharing>
- d. **Class C legislation from FCWA**

Helen Garrett updated the council with 2 new legislative items coming from the UWRO (University of Washington Registrar Office) (Exhibit 3 and Exhibit 4). During the review of Scholastic Regulations Chapter 110, the UWRO determined the previous changes about the Registrar Drop were not codified. There were additional issues found related to gender inclusivity and sections requiring updates.

Chapter 113 (approved May 2020) received feedback from students and advisors about the current 7th week course drop through Autumn 2020 with grading opening on the 8th week. This proposed change will extend the course drop to the last day of instruction starting Winter 2021. The overall number of former quarter drops and hardship withdrawals will decrease, allowing more students to finish their graduate requirements. A student can withdraw anytime but they are still considered a student. However, there are specific methods students use to return from a period away. At the graduate level, there is also a leave policy. It allows registrars and advisors to speak with students before they choose to leave UW.

Chair Huppert updated members with revisions to the Scholastic Regulations Chapter 115 rationale.

The chair asked the council for a motion to approve the Chapter 110, Chapter 113, and Chapter 115 legislation for SEC review. The council voted to approve the legislations.

FCWA has developed draft legislation related to caregiver equity during COVID-19. They have asked FCAS for their endorsement of the legislation for final SEC review. Members noted their concern about workload allocation - when a unit's work is reduced by one person, an unintended consequence results in more work for other people in the unit, especially small units. Council members mentioned this proposal may need to be university wide and emphasized resource compensation opportunities for small units. Units and individual educators should receive recognition and credit for their contributions during COVID-19. UW should also consider providing resources for workload reduction. The council agreed academics and teaching must be more supported than research or service.

Chair Huppert asked the council to vote for their support of the FCWA legislation. The council voted to approve their support of the legislation.

5. Good of the order

Nothing was stated.

6. Adjourn

The meeting was adjourned at 3:00p.m.

Minutes by Alexandra Portillo, council analyst, xanport@uw.edu

Present:

Faculty Code Section 21-61 A: Ann Huppert (Chair), Tom Lee, Mike Lockwood, Zhi Lin, Marjoie Olmstead, Joel Ross, Jennifer Turns, Yusuf Pisan, Steven Groening

Faculty Code Section 21-61 B: Clara Coyote, Jennifer Payne, Susanne Redalje, Sarah Garner, Luz Iniguez

President's Designee: Phil Reid

Regularly invited guests: Helen Garrett, Tina Miller, Jason Johnson, Dan Feetham, Schott Fallgren, LeAnn Wiles

Absent:

Faculty Code Section 21-61 A: Scott Spaulding

Exhibits

Exhibit 1 – Consent Agenda

Exhibit 2 – Ch 115 Equivalent Courses

Exhibit 3 – Chapter 110 (Grades, Honors, and Scholarship)

Exhibit 4 – Chapter 113 (Withdrawals)

Exhibit 5 – DRAFT Caregiver COVID Policy 11-4-20

WHEREAS, research suggests that including objective factors such as analyzing salient outcomes by demographic group membership can help to correct for decision errors due to implicit bias (Banaji, Bazerman, & Chugh, 2003). In addition, pay disparity based on demographic group membership decreases when organizations are required to disclose outcome disparities (Bennedsen, Simintzi, Tsoutsoura, & Wolfenzon, 2019).

WHEREAS, victims of discrimination (or the experience of receiving lower outcomes based on group membership) not only receive lower outcomes, but discrimination also negatively affects self-esteem, life satisfaction, positive affect, anxiety, and depression (Schmitt & Branscombe, 2002; Schmitt, Branscombe, Kobrynowicz, & Owen, 2002; Schmitt et al., 2014). In addition, discrimination negatively affects employees' sense of belonging (Brands & Fernandez-Mateo, 2017; Carvallo & Pelham, 2006; Good, Rattan, & Dweck, 2012). Thus, the experience of discrimination affects the individual employee's well-being, his/her/their connection to the organization, and compensation.

WHEREAS, the Equal Pay Act of 1963 affirms that pay discrimination based on sex is illegal. Title VII of the Civil Rights Act of 1964 affirms that discrimination in terms of race, color, religion, sex, or national origin is illegal. Titles I and V of the Americans with Disabilities Act of 1990 affirms that discrimination based on disability status is illegal.

BE IT RESOLVED

- The UW Faculty Senate strongly urges unit leaders to provide between 25%-75% reduction in performance expectations - noting that the specific adjustment would be determined as a discussion between the unit leader and instructor. In addition, the UW Faculty Senate strongly urges unit leaders to provide specific additional information regarding how they will support faculty who are caregivers during COVID 19 crisis.
- The UW Faculty Senate strongly urges the University to offer teaching relief, teaching flexibility and teaching resources.
- The UW Faculty Senate strongly urges unit leadership to remove non-emergent service obligations. This includes deferring all non-essential service activities, delaying or canceling non-essential events and not requiring participation for events that are held during this crisis, and empowering individual faculty to make these choices.
- The UW Faculty Senate strongly urges reallocating an existing senior administrator's time to wellness and career development.
- The UW Faculty Senate strongly urges the University to publicize data to the UW community showing salient outcomes (promotion, pay, performance evaluations, teaching evaluations) by COVID caregiver status, gender, race, ethnicity, disability status, and other demographic groups disproportionately influenced by the COVID crisis.

