



June 11, 2018

Ana Mari Cauce, President
Office of the President
301 Gerberding Hall
Box 351230

Dear President Cauce:

In accordance with the rules, the faculty has approved the *Faculty Code* amendment in Class A Bulletin No. 142: Faculty Lecturer Issues.

The results of the election submitted to the faculty for vote on May 18, 2018 are:

Total ballots distributed electronically:	4,833
Total ballots returned:	1,121
Percent of faculty who voted:	23%
Percentage of "yes" votes:	83.76%
Percentage of "no" votes:	16.24%

(The above percentage figures are based on ballots recorded electronically by the Catalyst Group.)

Attached is Chair Thaïsa Way's certification that the faculty has voted to approve the changes as proposed in Class A Bulletin No. 142. Before the *Faculty Code and Governance* can be revised, we need your approval. According to the *Faculty Code*, you have fourteen days to respond.

Sincerely,

Mike Townsend
Secretary of the Faculty

/jjs

Cc: Thaïsa Way, Faculty Senate Chair
Margaret Shepherd, Chief Strategy Officer, Office of the President
Barbara Lechtanski, Director of Rules Coordination
Lenina Arenas-Fuentes, Assistant to the President

Class A Legislation #142

Proposed amendments to the Faculty Code.

Chapter 24
(Related to: Faculty Lecturer Issues)

CERTIFIED AS APPROVED:



Thaisa Way, Chair
Faculty Senate

APPROVED:



Ana Mari Cauce
President

Date: 6/11/2018

Date: 6/22/2018

GENERAL LEGISLATIVE ACTION

At its meeting on May 17, 2018, the Faculty Senate approved legislation that would amend the Faculty Code related to faculty lecturer issues. These changes have been approved at every step of the legislative process. The Faculty Council on Faculty Affairs has developed and approved this legislation.

Proposed Legislation

This proposed legislation amends the UW Faculty Code qualifications for appointment to Principal Lecturer by clarifying the nature and level of expectations for that title. This legislation also amends the UW Faculty Code procedures for promotion by removing assistant professors from the promotion process for faculty with instructional titles.

Rationale

Section 24-34.B.3

The revision to the qualifications for the Principal Lecturer title (24-34.B.3) is intended to clarify the nature and level of expectations for that title, in a more general way than the current more specific list of potential methods of recognition. It is also intended to assist units to more effectively mentor and guide lecturing faculty in promotion to Principal Lecturers.

Section 24-54

Revisions to the section on promotion (24-54) are intended to restructure the language for clarity, and also to reorient voting procedures for promotion of faculty in instructional titles. This follows the recommendation of, among others, the Bothell Lecturers Working Group report from June of 2014, suggesting that “an asymmetry exists within the Code when it comes to personnel matters. Currently tenure track faculty have responsibility to review lecturers, but lecturers do not review tenure track faculty.” Having senior faculty vote is more respectful of the status and experience of the lecturer faculty.

Counter Argument to Proposals

The legislation can be seen as disenfranchising assistant professors as well as questioning their ability to review teaching performance when many are hired with, or have since developed, significant teaching experience.

Proposed Amendments to the Faculty Code: (Additions are underlined; deletions are struck through)

**University of Washington
Faculty Code and Governance
Faculty Code Chapter 24**

[Section 24-34 Qualifications for Appointment at Specific Ranks and Titles](#)

- A. Qualifications for Appointment at Specific Ranks
 1. Appointment with the rank of assistant professor requires completion of professional training, in many fields marked by the Ph.D., and a demonstration of teaching and research ability that evidences promise of a successful career.

2. Appointment to the rank of associate professor requires a record of substantial success in both teaching and research, except that in unusual cases an outstanding record in one of these activities may be considered sufficient.
3. Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by accomplishments in teaching, and in research as evaluated in terms of national or international recognition.

B. Qualifications for Appointments with Specific Titles

1. Lecturer and artist in residence are instructional titles that may be conferred on persons who have special instructional roles. Appointments may be renewed pursuant to Section 24-53.
2. Senior lecturer and senior artist in residence are instructional titles that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline. Appointments may be renewed pursuant to Section 24-53.
3. Principal lecturer is an instructional title that may be conferred on persons whose excellence in instruction is demonstrated by exemplary success in curricular design and implementation, student mentoring, and service and leadership to the department, school/college, University, and field. ~~recognized through appropriate awards, distinctions, or major contributions to their field.~~ Appointments may be renewed pursuant to Section 24-53.

Section 24-54 Procedure for Promotions

Annually, all eligible members of the faculty shall be informed of the opportunity to be considered for promotion by their department chair (or chair's designee or the dean of an undepartmentalized school or college, or the dean's designee). At the request of the faculty member, or if the promotion decision is mandatory, a promotion review shall be conducted following the procedure below.

- A. Promotion shall be based upon the attainment of the qualifications prescribed in Sections 24-32, 24-33, 24-34, and 24-35 for the various academic ranks and titles ~~these qualifications and not upon length of service. In arriving at recommendations for promotion, faculty, chairs, and deans shall consider the whole record of candidates' qualifications described in Section 24-32.~~

The voting members of the appropriate department (or undepartmentalized college or school) who are superior in academic rank ~~or title~~ to the person under consideration shall decide whether to recommend ~~the promotion~~ within the professorial ranks.

Research faculty shall be considered by voting members of the appropriate department, or undepartmentalized college or school, who are superior in academic rank to the person under consideration.

Faculty with instructional titles outlined in Section 24-34, Subsection B shall be considered by voting members of the appropriate department or undepartmentalized college or school who hold an eligible professorial appointment as associate professor or professor or an instructional title superior to that of the candidate being considered. ~~In this decision they shall take into account the qualifications prescribed in Sections 24-32, 24-33, 24-34, and 24-35 for the various academic ranks and titles. Promotion shall be based upon the attainment of these qualifications and not upon length of service. In arriving at recommendations for promotion, faculty, chairs, and deans shall consider the whole record of candidates' qualifications described in Section 24-32.~~

- B. The record of the candidate being considered for promotion shall be assembled following the guidelines of the candidate's college and unit. The candidate is responsible for assembling the promotion record, which shall include a self-assessment of the candidate's qualifications for promotion. External letters of review shall be kept confidential from the candidate.

For departments (or college/school if undepartmentalized) where an initial report and/or recommendation on the qualifications of the candidate for promotion is produced by a subcommittee of the eligible voting faculty (as described above) ~~senior in rank and title~~, the report shall be written. The department chair (or chair's designee or the dean of an undepartmentalized school or college, or the dean's designee) shall provide the candidate with a written summary of the committee's report and recommendation. For purposes of confidentiality, specific attributions shall be omitted and vote counts may be omitted from the candidate's summary. The candidate may respond in writing within seven calendar days. The chair or dean shall forward the candidate's response, if any, together with the committee's report to the voting faculty.

The eligible voting faculty (as described above) of the candidate's department (or college/school if undepartmentalized) ~~superior in rank and title to the candidate~~ shall then meet to discuss the candidate's record. A vote on the promotion question shall occur following the discussion.

The department chair (or the chair's designee or the dean of an undepartmentalized school or college or the dean's designee) shall write a formal report of these proceedings for the candidate, summarizing the discussion and recommendation. For purposes of confidentiality, specific attributions shall be omitted and vote counts may be omitted from this report. The candidate may then respond in writing to the department chair (or dean in an undepartmentalized school or college) within seven calendar days.

If the faculty recommendation is a departmental one, and is favorable, or if the promotion decision is mandatory, or if the candidate has written a response to the departmental vote, the chair shall transmit all documents produced in this promotion process to the appropriate dean, with his or her independent analysis and recommendation. The chair may, at his or her discretion, share the chair's recommendations with the candidate.

Approved by:
Senate Executive Committee
April 2, 2018

Approved by:
Faculty Senate
April 19, 2018

Approved by:
Senate Executive Committee
May 7, 2018

Approved by:
Faculty Senate
May 17, 2018