Meeting Synopsis:

1. Call to order
2. Review of the minutes from March 31, 2020 (attachment)
3. Announcements
4. Proposed Class C resolution on corrective action and discipline (attached; Zoe Barsness and Amanda Paye)
5. Continuing discussion of part-time lecturers (please check out the Google Group, groups.google.com/d/forum/fcfa-ptl)
6. Good of the order
7. Adjourn

1. Call to order

The meeting was called to order at 11:01 a.m.

2. Review of the minutes from March 31, 2020 (attachment)

The minutes from March 31, 2020 were approved as written.

3. Announcements

Chair Lee informed the council that the Class A legislation on procedures for promotion will be on hold until Fall 2020 due to COVID-19.

4. Proposed Class C resolution on corrective action and discipline (attached; Zoe Barsness and Amanda Paye)

Chair Lee introduced Zoe Barsness to discuss the Class C resolution regarding corrective action and discipline (Exhibit 1).

The Class C resolution is a broad framework for the grievance and disciplinary update and does not attempt to get into too much detail. The council suggested adding more specific language around the research, financial, and sexual misconduct processes. There was some discussion on how specific to make the resolution since details may change while writing the actual Class A legislation.

The Class C resolution passed as amended.

5. Continuing discussion of part-time lecturers (please check out the Google Group, groups.google.com/d/forum/fcfa-ptl)

Chair Lee focused the discussion on the question of how to dissuade units from using the lecturer title as a substitute for assistant teaching professors if it is possible to hire a lecturer full-time. The solution may be to make it so that lecturers can only be hired part-time and there will need to be term limits for part-
time lecturer appointments. There also still needs to be a process for people who do not view being a UW faculty member as their full-time occupation and for emergency hires.

There was further discussion on possible titles, length of contract, and FTE percentage for part-time lecturers moving forward.

The council will continue working on the part-time lecturer issue.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting adjourned at 12:33 p.m.

Minutes by Jordan Smith, jjsmith4@uw.edu, assistant to the chair

Present: Faculty Code Section 21-61 A: Jack Lee (chair), Jeremy Davis, Megan Callow, Tom Hazlet, Dan Jacoby, Jacob Vigdor, Teresa Ward, Aaron Katz, James Gregory, Mary Pat Wenderoth

Faculty Code Section 21-61 B: Aileen Trilles, Miċeál Vaughan, Cass Hartnett

President's designee: Cheryl Cameron

Guests: Mike Townsend, Zoe Barsness, Amanda Paye

Absent: Faculty Code Section 21-61 A: Dawn Lehman

Faculty Code Section 21-61 B: Jennette Kachmar

Exhibits

Exhibit 1 – Class C Resolution
Resolution

WHEREAS, in Autumn Quarter 2017, the Senate Chair and the Secretary of the Faculty appointed a task force with a tri-part committee structure made up of representatives of faculty leadership, administrative leadership, and representatives of faculty and administrators experienced with the current systems;

WHEREAS the task force has concluded that the faculty discipline and dispute resolution provisions in the Faculty Code have not been comprehensively reviewed and updated in more than 20 years;

WHEREAS the task force has concluded that the current one-size-fits-all faculty discipline and dispute resolution process fails to promote and support important values and principles identified by the task force, including:

- Community values:
  - Academic and intellectual freedom
  - Academic, research, and professional integrity
  - Equity and inclusion
  - Ethical behavior, fairness, and respect
  - Individual and community well-being
  - Accountability to each other and then community as a whole
  - Learning and continuous improvement

- Principles for dispute resolution processes:
  - Clear, equitable, fair, transparent, ethical, timely

- Principles for dispute outcomes:
  - Efficacy, accountability, proportionality, education, alignment, and consistency;

WHEREAS the task force has concluded that there is a need for greater opportunity to intervene early and engage in problem solving at the unit level; and

WHEREAS the task force has developed proposed models for faculty discipline and dispute resolution, with feedback from faculty leadership and representatives, including the Faculty Council on Faculty Affairs, the Faculty Council on Tri-Campus Policy, the Chairs of the Elected Faculty Council, the Chairs of the University Faculty Councils, and the Board of Deans and Chancellors.

BE IT RESOLVED that the UW Faculty Senate supports the development of Class A Legislation revising the Faculty Code to create separate processes and enhanced tools to address distinct faculty issues, categorized for the purposes of the project as: faculty grievances, faculty misconduct, and interpersonal conflict between faculty colleagues.
BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation consistent with the basics of the model presented as Appendix A for a faculty grievance process where faculty can raise concerns regarding administrative decisions that affect their terms and conditions of employment, with the understanding that the details contained therein may still be subject to modifications as conversations take place among the relevant stakeholders during the drafting process. The basics of the proposed model include:

1. Creating steps for addressing a grievance within the academic unit which promote early resolution and problem solving;
2. Broadening the types of grievances that are accepted for review at the unit level in comparison to the current standard in Chapter 28 for adjudications, with the intent to allow the broadest possible access for faculty grievances; and
3. For grievances not resolved at the unit level, creating steps at the institutional level, including an institutional review by a panel.

BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation consistent with the basics of the model presented as Appendix B for addressing allegations of faculty misconduct, with the understanding that the details contained therein may still be subject to modifications as conversations take place among the relevant stakeholders during the drafting process. The basics of the proposed model include:

1. Enhancing and clarifying the range of available sanctions with definitions of minor, moderate, and major sanctions;
2. Aligning the process that must be completed prior to implementation of the sanctions with the severity of the sanction, including the opportunity for an appropriate level of review and appeal;
3. Creating a unit-level corrective action process for minor sanctions;
4. Creating a brief proceeding for moderate sanctions;
5. Creating a full proceeding for major sanctions; and
6. Creating transparent criteria for assessing which process will be utilized.

BE IT FURTHER RESOLVED that, to support early intervention and resolution of interpersonal conflict, the UW Faculty Senate supports the drafting of Class A Legislation to enhance and clarify the rights and responsibilities sections of the Faculty Code, emphasizing responsibilities to each other and the University community.

BE IT FURTHER RESOLVED that the Task Force provide the Faculty Senate with opportunities to review and provide feedback on the proposed Class A Legislation prior to putting the legislation up for vote.