Faculty Council on Faculty Affairs
2020-2021 Annual Report
Submitted by Chair Jack Lee

Summary:

During the 2020-2021 academic year, the Faculty Council on Faculty Affairs (FCFA) met fifteen times in regular meetings, conducting its routine business of policy relating to the interests of the faculty, such as appointment, tenure, promotion, professional leave, compensation (including salary and fringe benefits), academic freedom, standards of academic performance, and professional ethics. Details of these actions can be found in the meeting minutes, which are located on the council’s page on the UW Faculty Senate website. In addition to the routine business outlined above, the following non-routine business was conducted.

Major topics the council worked to address and/or completed during the year include:

❖ **Class A Legislation 152: Clinical Appointment Lengths**

Before this amendment, the faculty code limited faculty members with Clinical titles to annual appointments only. This made sense when the Clinical title was used only as a courtesy title for clinicians who received their salaries from other sources. But now many physicians are hired by the School of Medicine as full-time salaried faculty members with Clinical titles. A joint SOM task force including representatives of the Dean’s office and the elected faculty councils requested that the code be modified to create a pathway for multi-year appointments for salaried clinical faculty. This amendment retains the default appointment length of one year, but allows the Provost to approve exceptions, and stipulates that appointments and reappointments of clinical faculty on multi-year contracts must be voted on by all eligible faculty, not just a subcommittee.

❖ **Class A Legislation 151: Voting Time Limits**

This amendment reduced the time limit for the Secretary of the Faculty to send out the (electronic) ballots from 14 days to 7, and codified the Secretary’s usual practice of sending out a reminder a few days before the voting deadline. A study of recent voting patterns has revealed that the vast majority of votes on Class A legislation are cast either during the few days after the ballots are sent out, or during the last couple of days after the reminder is sent.

❖ **Class A Legislation 150: Title Cleanup**

This was a minor revision of the code that had two purposes: first, to delete the unused Research Associate and Senior Lecturer titles; and second, to eliminate voting rights for Temporary Full-time Lecturers.
Class A Legislation 149: Procedures for Promotion

A 2018 change to the faculty code inadvertently disallowed faculty members from outside a candidate’s department to serve on promotion committees. When FCFA was contemplating a way to fix this problem, we discovered a second problem that did not have to do with the 2018 change: sometimes, in very small departments, the number of faculty members of sufficient rank to vote on a particular promotion case can be extremely small, with only two, one, or even no faculty members eligible to vote. To solve the first problem, this amendment explicitly allows promotion subcommittees to include members from outside the candidate’s department or college who have appropriate expertise, provided they are qualified by rank and title to vote on such a promotion case. To solve the second problem, it requires the unit to appoint such a subcommittee (with three or more members) in cases where there are fewer than three eligible voting members in the candidate’s unit, and then to use the report of that subcommittee in lieu of a departmental vote.

Survey of Part-time and Temporary Lecturers

In early 2021, the council conducted a survey of part-time and temporary lecturers, in order to improve our understanding of the issues that affect faculty with these titles, to help guide our efforts to design appropriate changes to the faculty code and other university policies. The survey received a 55% response rate. In 2021-22, the council hopes to propose new legislation to address the issues raised by the survey.

Faculty Discipline and Dispute Resolution

The Faculty Senate Task Force on Faculty Discipline and Dispute Resolution is charged with comprehensively reviewing and revising existing faculty disciplinary and dispute resolution processes. This year, FCFA discussed and provided important feedback on the overall structure of the proposal, and on the details of the first part of the proposed changes (alternative dispute resolution and faculty grievances). This project will continue in 2021-22.

Faculty Code Section 21-61 A: Jack Lee (Chair), Megan Callow, Jeremy Davis, James Gregory, Aaron Katz, Jacob Vigdor, Teresa Ward, Mary Pat Wenderoth, Karam Dana, Gregory Lund
Faculty Code Section 21-61 B: Cass Hartnett, Jennette Kachmar, Míceál Vaughan, Xin Ying Hsu, Frances Chu
Presidential Designee: Cheryl A. Cameron