

University of Washington  
Faculty Council on Faculty Affairs  
April 28, 2020  
11:00 a.m. – 12:30 p.m.  
Zoom

**Meeting Synopsis:**

1. Call to order
  2. Review of the minutes from April 14, 2020 (attachment)
  3. One last look at the final Class C resolution on corrective action and discipline and appendices (attached; Zoe Barsness and Amanda Paye)
  4. Continuing discussion of part-time lecturers (please check out the latest posting on the Google Group, <https://groups.google.com/d/msg/fcfa-ptl/EjHq4c6Gmpc/mJA8q8AsBgAJ>)
  5. Good of the Order
  6. Adjourn
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**1. Call to order**

The meeting was called to order at 11:00 a.m.

**2. Review of the minutes from April 14, 2020 (attachment)**

The minutes were approved as written.

**3. One last look at the final Class C resolution on corrective action and discipline and appendices (attached; Zoe Barsness and Amanda Paye)**

The steering committee of the disciplinary task force made edits to the Class C resolution language which required FCFA to vote for approval again (Exhibit 1). During the summer, there will be close contact with the President's office to provide feedback on developing the Faculty Code language which requires the resolution to be drafted in more general terms. The drafting committee will utilize this Class C resolution and flow chart when writing code language.

The council voted to approve the resolution.

**4. Continuing discussion of part-time lecturers (please check out the latest posting on the Google Group, <https://groups.google.com/d/msg/fcfa-ptl/EjHq4c6Gmpc/mJA8q8AsBgAJ>)**

It was emphasized that there is not enough information on how Part-Time Lecturers (PTL) are used across the campus. FCFA will need to reach out to the various departments on campus to get that information as there is much variation in what defines PTL from Full-Time Lecturers (FTL).

Councilmembers brought up how PTL have recently been restricted from UW NetID access (email, husky card, library access, etc.) for quarters they are not on payroll - this could be a Workday issue.

Councilmembers remarked that certain colleges would assign PTL 'affiliate' titles for quarters in which they are not working to maintain their NetID access. PTL are sometimes given hiatus status as a solution so they can access their NetID, such as during the summer. Chair Lee stressed that an administrative issue does not justify such an inconvenience for the large number of PTL working with UW.

Councilmembers also wanted to discuss the financial issues concerning eligibility for PTL unemployment benefits and insurance which has been impacted by COVID-19.

Members highlighted the importance of FCFA looking toward PTL for their input when making decisions. It was proposed to make use of the Faculty Senate list of all voting and non-voting faculty to gather PTL names. Council members also suggested a Zoom meeting or Catalyst survey to directly hear from PTL, while maintaining anonymity. A subcommittee of Mary Pat Wenderoth, Dan Jacoby, Jacob Vigdor, Jeremy Davis, and Jack Lee will work on the design of the survey and report back to the council.

Other members would like to see the UW demonstrate transparency with the budget process during the pandemic. However, budget issues will be an uncertain topic as finances are tentative due to COVID-19

The Chair will gather a list of concerns to send to the President and Provost.

## 5. Good of the Order

Nothing was stated.

## 6. Adjourn

The meeting adjourned at 12:24 p.m.

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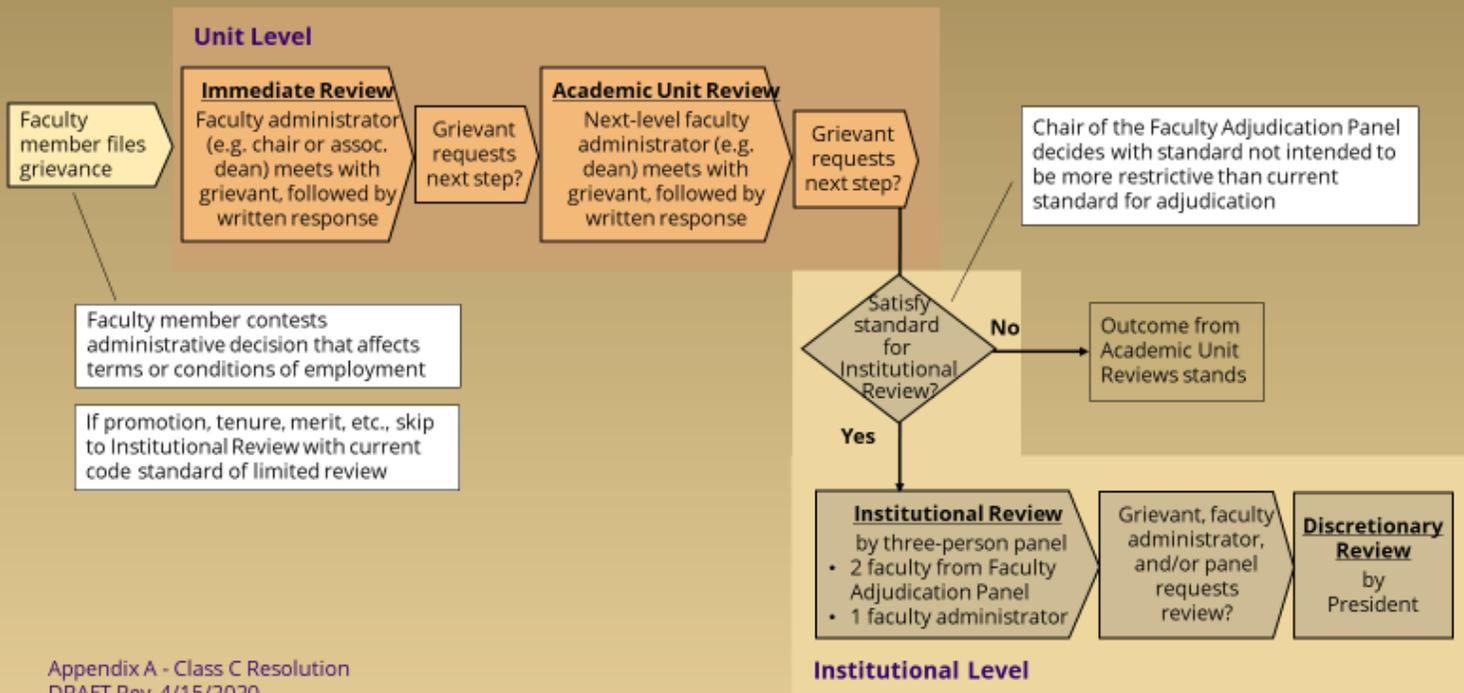
*Minutes by Alexandra Portillo, council analyst, [xanport@uw.edu](mailto:xanport@uw.edu)*

**Present:** **Faculty Code Section 21-61 A:** Jack Lee (chair), Jeremy Davis, Tom Hazlet, Dan Jacoby, Jacob Vigdor, Teresa Ward, Aaron Katz, James Gregory, Mary Pat Wenderoth  
**Faculty Code Section 21-61 B:** Aileen Trilles, Míceál Vaughan, Cass Hartnett  
**President's designee:** Cheryl Cameron  
**Guests:** Mike Townsend, Zoe Barsness, Amanda Paye, Robin Angotti

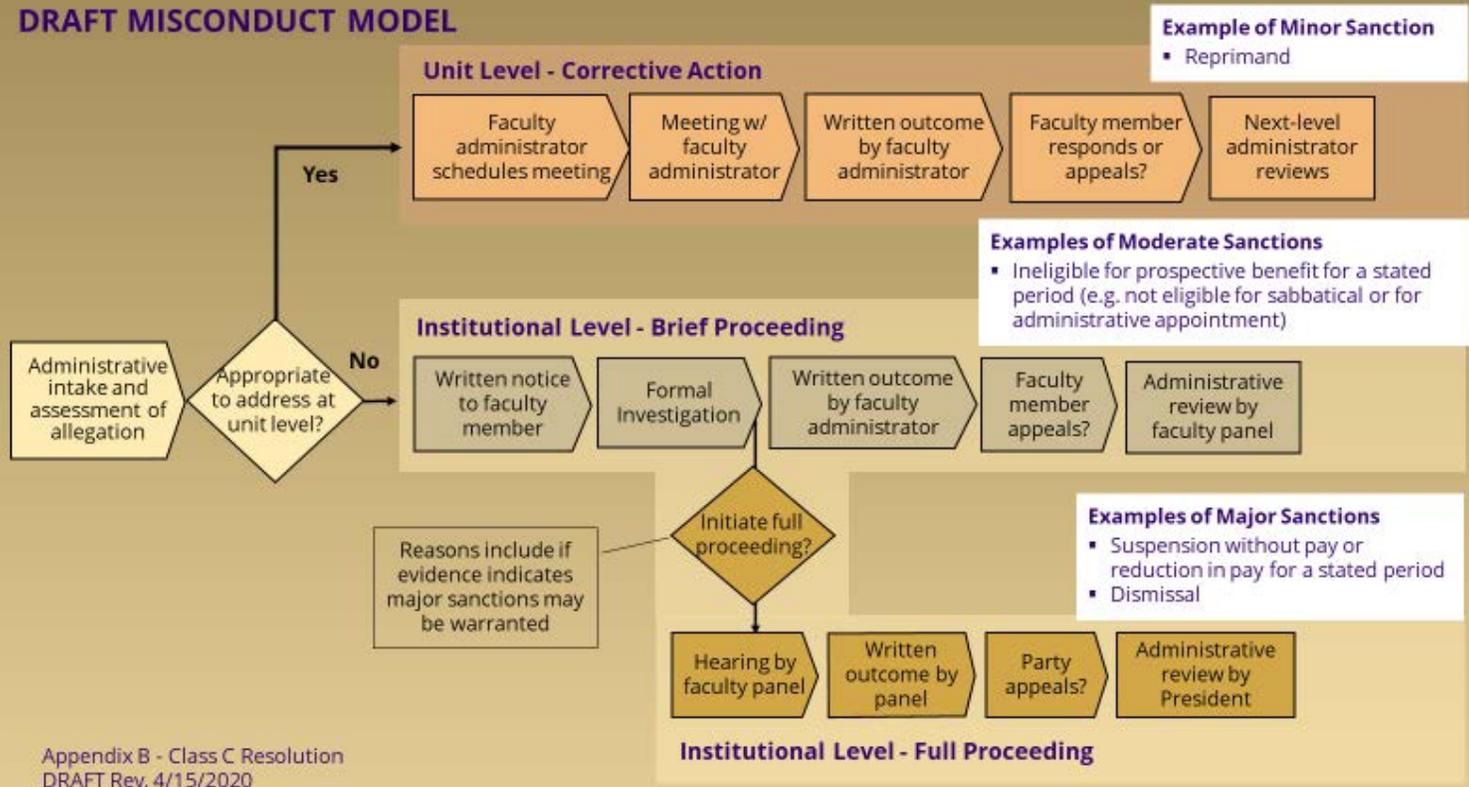
**Absent:** **Faculty Code Section 21-61 A:** Megan Callow  
**Faculty Code Section 21-61 B:** Jennette Kachmar



## DRAFT GRIEVANCE MODEL



## DRAFT MISCONDUCT MODEL



## Class C Resolution: Support for the Development of Class A Legislation to Revise the Faculty Disciplinary and Dispute Resolution Processes in the Faculty Code

### 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 the 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 ~~discussed 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.

## Class C Resolution: Support for the Development of Class A Legislation to Revise the Faculty Disciplinary and Dispute Resolution Processes in the Faculty Code

BE IT FURTHER RESOLVED that the UW Faculty Senate supports drafting Class A Legislation consistent with the basics of the current draft of the model outlined below and as generally reflected in 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 will evolve~~ as conversations take place among the relevant stakeholders during the drafting process. The basics of the proposed draft 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 current draft of basics of the model outlined below and as generally reflected in presented as Appendix B for addressing allegations of faculty misconduct, with the understanding that the details contained therein ~~will evolve may still be subject to modifications~~ as conversations take place among the relevant stakeholders during the drafting process. The basics of the draft 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;
6. Creating transparent criteria for determining which process will be utilized; and
7. Properly integrating other University processes and policies relating to formal investigations, as well as those required by governmental laws and regulations, including Executive Order No. 61 - Research Misconduct Policy, Executive Order No. 31 - Nondiscrimination and Affirmative Action, Executive Order No. 51 - Sexual Violence Elimination Policy, and investigations by Internal Audit of financial fraud or ethics violations.

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 Council on Faculty Affairs and the Faculty Senate with opportunities to review and provide feedback on the proposed Class A Legislation prior to putting the legislation up for vote.