1. Call to Order and Approval of Agenda.

2. Senate Chair’s Remarks – Joseph Janes. [Exhibit A]

   a. Report of the Secretary of the Faculty. [Exhibit B]
   b. Report of the Chair of the Senate Committee on Planning and Budgeting. [Exhibit C]
   c. Report of the Faculty Legislative Representative. [Exhibit D]
   d. Council Activities Report. [Exhibit E]

4. President’s Remarks – Ana Mari Cauce.

5. Consent Agenda.
   a. Approve the September 30, 2019, SEC minutes.
   b. Approve the October 17, 2019, Faculty Senate minutes.
   c. Approve nominees for Faculty Councils and Committees. [Exhibit F]
   d. Approve nominations for 2019-2020 Senate Executive Committee positions. [Exhibit G]

6. Announcements.

   a. Approval of the December 5, 2019, Faculty Senate Agenda. [Exhibit H]
      Action: Approve for distribution to Faculty Senators.

8. Discussion Items.
   a. Proposed title change for lecturers. [Exhibit I]
      Jack Lee, chair of the Faculty Council on Faculty Affairs.
   b. Update on policies and procedures from the Faculty Council on Academic Standards.
      Ann Huppert, co-chair of the Faculty Council on Academic Standards.
      Dan Ratner, co-chair of the Faculty Council on Academic Standards.
   c. Report from the subcommittee on housekeeping and the Faculty Code.


Prepared by: Mike Townsend
Approved by: Joseph Janes, Chair
Mike Townsend
Secretary of the Faculty

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Monday, November 25 at 2:30 p.m. in Gerberding 142.
Report of the Faculty Senate Chair
Joseph Janes, Associate Professor, Information School

Colleagues –

I’m delighted to report that the work of faculty governance is proceeding in earnest on a number of levels across our university. Our faculty councils have begun their meetings for the year – about which more in a separate report – on topics such as medical excuse note policies, tri-campus relationships, our negotiations with Elsevier, and distance learning.

In particular, we have two substantive items before us for discussion today. The Faculty Council on Faculty Affairs, in close coordination with the administration, has been working on matters regarding instructional faculty for many years, and is now drafting Class A legislation to amend the Faculty Code to change the titles for current career lecturers; Jack Lee will lead that discussion.

Ann Huppert and Dan Ratner will then update us on the work they’ve been leading in the Faculty Council on Academic Standards; that group and its subcommittees have been hard at work in looking at our curricular and scholastic procedures and policies and the structures by which those are implemented. I believe we can expect a number of items of Class B legislation will come before us this year and beyond based on this.

Senate leadership has also had our regular quarterly meetings with the chairs of all our faculty councils, as well as the elected faculty councils of the schools, colleges, and campuses. As is often the case, issues under discussion in the various units differ based on local circumstances, from budgetary and long-range planning matters through curricular reviews and revisions, to preparing for changes in administration, bylaw reviews, and merit processes and so on.

Several of us recently attended the annual meeting of the Pac 12 Academic Leadership Coalition, made up of the faculty governing bodies of the Pac 12 institutions, hosted by our colleagues at the University of Colorado at Boulder. It was a great opportunity to meet and pick up ideas and good practices, and in particular to hear about important work from a number of people at Boulder, regarding evaluation of teaching, mental health and suicide prevention, open access, instructional faculty, and dispute resolution processes, all of which are relevant to us here as well. We were also able to share some of our experiences and practices that could be helpful to others.

It’s the time of year when many projects are ramping up and moving forward; faculty are participating in a substantial review of the Activity Based Budgeting model, and in looking at the first quarter’s experience with the new state law regarding religious accommodations, the dispute resolution revision process continues as code language drafting is underway, and no doubt a great deal more as well. As always, we thank all those faculty throughout the institution who give of their time on our mutual behalf, and look forward to more great work to come.
Report of the Secretary of the Faculty
Mike Townsend, Associate Professor, School of Law

1. Vice-Chair Nominations: The search for the 2020-21 Faculty Senate Vice Chair is beginning and currently seeking nominations. The ideal candidate would be an accomplished senior faculty member who has served in leadership roles within the university and who has the breadth of understanding to speak for the faculty across the university. If you are interested or know someone who would be well qualified for the position, please contact Joey Burgess (jmbg@uw.edu) in the Faculty Senate Office.

2. Committee on Committees: The Committee on Committees will soon be seeking candidates for membership on various Faculty Councils and Committees. Contact Joey Burgess (jmbg@uw.edu) for further information.

3. Faculty Disciplinary Task Force: Work continues on the revisions to the Faculty Code. It is anticipated that more presentations will be made to the Faculty Senate this year with Code language presented for adoption during the 2020-21 academic year.
Report of the Chair of the Senate Committee on Planning and Budgeting
George Sandison, Professor, School of Medicine

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions.

During the course of this academic year SCPB will be advising Provost Richards on UW’s fiscal challenges as a public university dealing with a highly constrained budget and any changes to policy impacting the collection and distribution of revenue or management of debt. For those interested faculty senators and members of SEC there are valuable UW budget and fiscal data published on the Office of Planning and Budgeting (OPB) website, http://www.washington.edu/opb/, and in the Board of Regent minutes, https://www.washington.edu/regents/minutes/, of the Finance and Asset Management Committee.

Provost Richards has described his top three priorities for this new academic year 2019-20; the Financial Transformation effort to implement a modern financial system, establishing integrated population health initiatives across UW, and aligning capital planning with our academic mission.

SCPB has met five times since its first meeting on September 30th. It has;
- Received an update on the fiscal status of the University Press.
- Advised on a School of Medicine RCEP request.
- Reviewed the UW approved FY20 budget document, state supplemental budget submission and the most recent FY20 Activity Based Budgeting (ABB) allocation.
- Reviewed a monitoring system to identify the fiscal health of academic units and discussed those in operating deficit status.
- Advised on the OPB analysis and selection of a model option for summer quarter teaching revenue sharing between the unit and provost.
- Received an update on the Be Boundless campaign and discussed the approaches and changes that could be made for a successful next campaign.

SCPB will continue to monitor the fiscal health of the various academic, research and business units especially those units in debt or in a weak fiscal condition. Future meetings will engage upon unit adjustments, student enrollment plans, research funding, facilities and maintenance, capital planning, student life investments, tuition and fees, ABB phase III, student financial and tuition aid and faculty/staff benefits.
Report of the Faculty Legislative Representative
JoAnn Taricani, Associate Professor, Music History

This report will be sent under separate cover.
Council activities report.

**Faculty Council on Academic Standards**

In addition to the normal business of reviewing program changes, the following are major issues that FCAS has undertaken or recently completed:

- Advanced Class B legislation concerning changes to the Scholastic Regulations that lowers the required grade point average from 2.5 to 2.0 for undergraduate students on academic probation to remain at the University (approved).
- Advanced Class B legislation concerning changes to the Scholastic Regulations that sets a University-wide standard grade cutoff for the Credit / No Credit designation that is in line with the University's numerically-graded courses (0.7 or greater) (approved).
- Reviewing and determining if FCAS policies, published on the council’s website, should be forwarded as Class B legislation.

**Faculty Council on Benefits and Retirement**

- Continues to work with UW Benefits and explore the feasibility of a tool that would allow UW employees to estimate income from the UW Supplemental Retirement Plan (UWSRP).
- Continues to work with UW Benefits, UW Retirement Relations and UW Retirement Association on coordinated pre-retirement planning communications and events.
- Requesting information from UW Benefits and Academic Personnel regarding the state paid family and medical leave and the implementation plan.

**Faculty Council on Faculty Affairs**

FCFA forwarded Class A legislation that amended Faculty Code Section 23-45 related to changes to membership for elected faculty councils (approved). The council also a Class C resolution regarding data on part-time lecturers where the Faculty Senate called on the Provost’s office to support the collection of information sufficient to develop a clear understanding of hiring practices for part-time lecturers (approved).

Additionally, FCFA is charged with addressing the following topics/goals for the academic year:

- Reviewing Faculty Code language and propose Class A legislation regarding lecturer title changes (i.e. “Teaching Professor” track).
- Reviewing Faculty Code Chapter 24-54 Procedure for Promotions.
- Assisting with forthcoming dispute resolution language.
- Continuing to explore the status, working conditions, and career paths for part-time, instructional faculty.

**Faculty Council on Multicultural Affairs**

- Developing a proposal regarding a required statement of diversity for University employment, promotion and merit.
- Exploring and collecting data regarding service load, working conditions, and career paths of faculty members of color.
- Continuing to evaluate the Faculty Code through the lens of multicultural affairs, diversity, and difference, with the potential use of Class A legislation to strengthen equity and fairness.

**Faculty Council on Research**

FCR forwarded a Class C resolution concerning support for the continuation of the Lab Safety Initiative and for granting legal enforcement authority for the Environmental Health & Safety (approved).

In addition to its normal business reviewing and voting on classified research contracts, the following are other topics/goals that the FCR is charged with addressing during the academic year:

- Developing a Class C resolution concerning increased transparency in regards to animal research practices.
• Examining Faculty Code Section 24-32 and beginning to discuss how might “Community Engaged Scholarship” be better defined, assessed, and recognized at the University.

Faculty Council on Student Affairs

• Developing a Class C resolution that addresses issues around required medical excuse notes and a desired University policy that might address both faculty and student concerns.
• Working with Student Life and ASUW to address and support student mental health concerns.
• Continuing to monitor various Student Life-related ongoing initiatives and provide feedback.

Faculty Council on Teaching and Learning

• Reviewing Scholastic Regulations Chapters 114 and 115 regarding Distance Learning. The council will consider revising language with Class B legislation that eliminates restrictive residency requirements and additional program reviews.
• Developing a Class C resolution regarding a University Zoom Pro License for faculty and students.
• Continues to oversee development of Principles for the use of Learning Analytics at the UW.

Faculty Council on Tri-Campus Policy

• Leading an initiative to evaluate the tri-campus structure by:
  o Gathering information;
  o Providing a forum for conversations; and
  o Crafting advisory report(s) on proposals for Faculty Senate leadership and the University administration
• Consulting with the Faculty Council on Academic Standards, University Registrar, and UW Curriculum Committee regarding tri-campus curriculum policies (e.g. areas of knowledge definition/designation, Quantitative and Symbolic Reasoning designation, etc.).

Faculty Council on University Facilities and Services

FCUFS forwarded a Class C resolution concerning support for the establishment of a UW Sustainability initiative and campus plan (approved). This was an endorsement of a GPSS an ASUW resolution.

Additionally, the council is charged with addressing the following topics/goals for the academic year:

• Monitoring existing and proposed capital projects.
• Conducting annual classroom review, including a review of Bothell and Tacoma campuses.
• Receiving updates on Finance Transformation and from Transportation Services.

Faculty Council on University Libraries

FCUL forwarded a Class C resolution concerning support for the University Libraries’ bargaining priorities in their negotiations with Elsevier and other scholarly journal subscriptions (approved).

Additionally, the council is charged with addressing the following topics/goals for the academic year:

• Monitoring contract negotiations with Elsevier and other “big deal” scholarly journal subscriptions.
• Receiving updates from the University Libraries.
• Continuing to monitor implementation of new UW Open Access Policy.

Faculty Council on Women in Academia

• Working with the Office of Faculty Advancement to promote increased transparency around promotion and merit guidelines.
• Participating the University’s Title IX Steering Committee.
• Continuing to monitor development of new capital projects with an emphasis on addressing campus wellness room shortages.
2019-20 Nominees for Faculty Councils and Committees

Advisory Committee on Student Conduct

Andrea Carroll, College of Arts and Sciences, as chair for a term beginning immediately and ending on September 15, 2020.

Conciliation Board

*Per Section 27-41:C of the Faculty Code, “Conciliation officers shall be selected by the President from a list of names exceeding the number of positions to be filled, prepared, and approved by the Senate Executive Committee. Vacancies for the remainder of unexpired terms shall be filled according to this same procedure. Conciliation officers may be reappointed to successive terms by mutual consent of the President and the Senate Executive Committee.”*

Barbara McCann, School of Medicine, for re-appointment as a member for a term beginning immediately and ending on September 15, 2022.

Faculty Council on Academic Standards

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Joseph Wilson, Graduate and Professional Students Senate, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Faculty Affairs

Jennette Kachmar, Associated Students of the University of Washington, without vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Research

Brandi Cossairt, College of Arts & Sciences, as a member for a term beginning immediately and ending September 15, 2020.

Faculty Council on Student Affairs

Mathew Emery, Associated Students of the University of Washington – Bothell, with vote for a term beginning immediately and ending September 15, 2020.

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Teaching and Learning

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Tri-campus Policy

Sam Akeyo, Associated Students of the University of Washington, with vote for a term beginning immediately and ending September 15, 2020.

Faculty Council on Women in Academia

Lauren Lichty, UW Bothell, as a member for a term beginning immediately and ending September 15, 2022.

Pamela Mitchell, Professor Emeritus, as a member with vote for a term beginning immediately and ending September 15, 2020.
Nominations for 2019-20 Senate Executive Committee Positions

Open Seat Nominations

<table>
<thead>
<tr>
<th>Positions</th>
<th>Nominees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering – 1 position</td>
<td>Sumit Roy, Electrical &amp; Computer Engineering</td>
</tr>
</tbody>
</table>
Agenda
Faculty Senate Meeting
Thursday, December 5, 2019, 2:30 p.m.
Johnson Hall 102

1. Call to Order and Approval of Agenda.

2. Faculty Senate Chair’s Remarks – Associate Professor Joseph Janes.

   a. Report of the Secretary of the Faculty.
   b. Report of the Chair of the Senate on Planning and Budgeting.
   c. Report of the Faculty Legislative Representative.

4. President’s Remarks – Ana Mari Cauce.

5. Requests for Information.
   Summary of Executive Committee Actions and Upcoming Issues of November 18, 2019.
   a. Approval of the September 30, 2019 Senate Executive Committee minutes.
   b. Approval of October 17, 2019, Faculty Senate minutes.
   c. Report from the subcommittee on housekeeping and the Faculty Code.

6. Memorial Resolution.

7. Consent Agenda.
   a. Approve nominees for Faculty Councils and Committees.
   b. Approve nominations for 2019-2020 Senate Executive Committee positions.

8. Announcements.

9. Discussion Items.
   a. Proposed title change for lecturers.
      Jack Lee, chair of the Faculty Council on Faculty Affairs.
   b. Update on policies and procedures in the Faculty Council on Academic Standards.
      Ann Huppert, co-chair of the Faculty Council on Academic Standards.
      Dan Ratner, co-chair of the Faculty Council on Academic Standards.

10. Good of the Order.

11. Adjournment.

Prepared by: Mike Townsend

Approved by: Joseph Janes, Chair
Secretary of the Faculty
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, December 12 at 2:30 p.m. in Johnson Hall 102
Proposed title change for lecturers.

A Proposal from the Faculty Council on Faculty Affairs:

Teaching Professor Track

What are we proposing?

In brief, we propose to convert most faculty with “lecturer” titles to “teaching professor” titles.
Why are we proposing this?

The nature of the UW faculty has changed dramatically over the past few decades.

Why are we proposing this?

The UW Core Faculty in the 20th Century

- Tenure and Tenure-Track Faculty
  - Assistant Professors
  - Associate Professors
  - Professors

Job description (roughly):
- 1/3 research
- 1/3 teaching
- 1/3 service
Why are we proposing this?

The UW Core Faculty in the 21st Century

Research Faculty
- Research Assistant Professor
- Research Associate Professor
- Research Professor

Teaching Faculty
- Lecturer
- Senior Lecturer
- Principal Lecturer

Why are we proposing this?

- Morale
- It’s a National Trend
- Recruitment and Retention
- Equity
- Transparency
- Professionalism
- Parity
- Respect
- Commitment to Teaching

Let’s demonstrate to students, parents, legislators, and donors that our courses are taught by “real” faculty on a career path.
What are the details?

Faculty with the following titles would be converted immediately:

- Principal Lecturer → Teaching Professor
- Senior Lecturer Full-Time → Associate Teaching Professor
- Senior Lecturer Part-Time (at least 50% FTE & full-year) → Associate Teaching Professor
- Lecturer Full-Time → Assistant Teaching Professor

No change (for now):

- Other part-time lecturers
- Affiliate lecturers, visiting lecturers, etc.

This is only one step in an ongoing process of improving the employment conditions of our teaching faculty. There will still be more to do, especially for part-time and temporary lecturers. But we feel this step is important and should be done right away.

What are the details?

As far as possible, the code language regarding qualifications, appointments, merit evaluations, reappointments, and promotions should be the same as for lecturers.

- These will not be tenure-track positions
- No six-year up-or-out requirement
- Degree requirements set locally
  - "completion of professional training appropriate to the teaching, scholarship, and service requirements of the position"
- No unit will have to commit increased financial resources or contract lengths
  - (except there may be a very small number of raises due to minimum salary requirements)
What are the details?

*We are proposing two nontrivial changes.*

* Maximum contract lengths
* Voting rights

What are the details?

*Maximum contract lengths:*

* Assistant Teaching Professor: 5 years (no change)*
* Associate Teaching Professor: 7 years*
* Teaching Professor: 10 years*

No unit would be required to award these longer contracts.

Available for units that want to make such a commitment to job security and academic freedom of their teaching faculty.
What are the details?

**Voting rights:**

Voting rights on promotion, tenure, reappointment, merit, and salary are linked to rank, so faculty on the Teaching Professor track would end up higher in the voting hierarchy.

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**Voting Rights for Promotion and Tenure**  
**Current 2019**

- **Research Track:**
  - Research Professor
  - Research Associate Professor
  - Research Assistant Professor

- **Tenure Track:**
  - Professor
  - Associate Professor
  - Assistant Professor

- **Teaching Track:**
  - Principal Lecturer
  - Senior Lecturer
  - Competitively Hired Full Time

**X → Y means “X votes on promotion of Y to next academic level.”**
Voting Rights for Promotion and Tenure

Proposed changes

Proposal would make Teaching track parallel to Research track. Only the red arrow is removed.

Voting Rights for Merit & Salary
Current 2019

Full Professors & Research Professors
\downarrow
Assoc. Professors & Research Assoc. Professors
\downarrow
Assist. Professors & Research Assist. Professors
\downarrow
Principal Lecturers
\downarrow
Senior Lecturers and Senior Artists in Residence
\downarrow
Professors of Practice
\downarrow
Lecturers and Artists in Residence
\downarrow
Instructors
\downarrow
Teaching and Research Associates

\( \rightarrow \) means “X votes on promotion of Y to next academic level.”
Voting Rights for Merit & Salary

Proposed

Full Professors, Research Professors, Teaching Professors

Assoc. Professors, Research Assoc. Professors, Assoc. Teaching Professors

Assist. Professors, Research Assist. Professors, Assist. Teaching Professors

Senior Artists in Residence

Professors of Practice

Artists in Residence

Part-Time Lecturers

Instructors

Teaching and Research Associates

When will this happen?

<table>
<thead>
<tr>
<th>Description of the proposal for SEC, senate</th>
<th>November – early December</th>
</tr>
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<tbody>
<tr>
<td>Final code revisions produced by FCFA</td>
<td>Mid-December</td>
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<tr>
<td>First vote by SEC</td>
<td>January 6</td>
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<tr>
<td>First vote by senate</td>
<td>January 23</td>
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<tr>
<td>Second vote by SEC</td>
<td>February 10</td>
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<tr>
<td>Second vote by senate</td>
<td>February 27</td>
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<tr>
<td>Vote by full faculty</td>
<td>Early March</td>
</tr>
<tr>
<td>New titles take effect</td>
<td>???</td>
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</tbody>
</table>
For More Information:

groups.google.com/d/forum/fcfa-teaching-professor-proposal

johnmlee@uw.edu