

University of Washington
Faculty Council on Faculty Affairs
February 26, 2019
11:00 a.m. – 12:30 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis

1. Call to order
 2. Review of the minutes from January 29, 2019
 3. Subcommittee reports:
 - Proposed EFC code changes (Jack Lee)
 - Instructional professor proposal (Jack Lee)
 - Equity & inclusion (Purnima Dhavan)
 4. Non-departmentalized tenure & promotion process (Jacob Vigdor & Jack Lee) (see attachments)
 5. Proposed interim and part-time lecturer code changes (Dan Jacoby & Jack Lee) (see attachments)
 6. Good of the order
 7. 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 January 29, 2019

The minutes from January 29, 2019 were approved as written.

3. Subcommittee reports:

- **Proposed EFC code changes (Jack Lee)**

Lee, the chair, notified the council that the Senate Executive Committee (SEC) reviewed the proposed EFC code changes at the February 25 meeting. The SEC voted to forward the Class legislation with one amendment to include “heads of appointing units” in the list of non-voting members. The Faculty Senate will review the legislation at the first spring quarter meeting (April 18).

- **Instructional professor proposal (Jack Lee)**

Due to time constraints the chair decided to postpone discussion around the Instructional/Teaching Professor proposal. The council will revisit the proposal after the March 12 meeting.

- **Equity & inclusion (Purnima Dhavan)**

Robin Angotti, chair of the Faculty Council on Women in Academia, was scheduled to attend the last council meeting, but this was canceled due to inclement weather. The chair will invite Angotti back at a future date. Purnima Dhavan attended the last Faculty Council on

Multicultural Affairs (FCMA) meeting. FCMA members discussed burdens around service requirements and shared that expectations seemed unequal.

The chair suggested that the subcommittee reach out to Chad Allen, Associate Vice Provost for Faculty Advancement. Allen attended the last SEC meeting and presented information on recruitment and retention of faculty members and noted that the University has a more difficult time retaining faculty members. This is likely due to the campus climate. Allen pointed out in particular that the lack of public and transparent standards for promotion & tenure is cited by many faculty of color as an issue that contributes to a climate of uncertainty.

4. Non-departmentalized tenure & promotion process (Jacob Vigdor & Jack Lee) (see attachments)

The chair summarized the feedback that he had obtained from EFC chairs about the proposed non-departmentalized tenure and promotion process changes (Exhibits 1 & 2). The chair offered that the council should not push this legislation forward

A member commented that the feedback should not cause the council to completely drop the issue and that there is more work to be done. Another member asked if there were comments from the non-departmentalized colleges beyond having no desire to pursue changes. The chair responded that he heard about processes that are already taking place. The chair further commented that the council should further articulate the principles that need to be upheld and then invite each of the non-departmentalized units to the council to explain how they are upholding these principles.

Vigdor responded that the council could focus more on the nature of the problem. There are redundancies and restrictions in the Faculty Code that could be revised which should give non-departmentalized units more leeway to develop their own processes. He also commented that the council should respond to the EFC's memo (Exhibit 2). The chair responded that the council's response could articulate principles and invite them to respond with how they are upholding those principles. A member responded that "independent" should be defined by the unit. Another member had questions around recusal.

Members discussed how to move forward and how to package a response around promotion and merit. The chair will draft a response to the five EFCs and Deans that conveys that the council values a secondary review in order to allow a candidate to respond and to counteract any outside influence. The response will also request that the units explain their process and suggest possible code changes.

5. Proposed interim and part-time lecturer code changes (Dan Jacoby & Jack Lee) (see attachments)

The chair summarized that when the last time the council met the feeling was that part-time lecturers should be treated the same as full-time lecturers. The chair received some pushback on the proposal based on concern that a college would see a significant increase in the number of competitive searches they conduct each year. The chair looked into this claim and saw that there would not be a dramatic increase. The chair noted that the legislation may meet similar resistance if the council moves forward with the current proposal.

The council discussed needed clarifications, unintended consequences and details of the proposal. A member suggested that the council familiarize itself with the processes across departments and units associated with appointing Affiliates. Another member stated that potential consequences should not preclude the council's pursuit in addressing the larger issue. The chair asked if the basic framework in the draft (Exhibit 3) could serve as a starting point and if there are needed clarifications. Some members expressed that there are still questions that need to be addressed before moving forward. The chair noted that he drafted a document that responds to questions the proposal has received (Exhibit 4). The chair will make adjustments to the current proposal and the council will continue this discussion at the next meeting.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 12:30 p.m.

Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: **Faculty:** Jack Lee (chair), Margaret Adam, Steve Buck, Aaron Katz, Purnima Dhavan, Jacob Vigdor, Kamran Nemati, Dan Jacoby, Tom Hazlet, James Gregory, Mary Pat Wenderoth, Lauren Montgomery
President's designee: Cheryl Cameron
Ex-officio reps: Judith Henchy, Bryan Crockett
Guests: Mike Townsend

Absent: **Faculty:** Joseph Janes, Dawn Lehman, Míceál Vaughan,
Ex-officio reps: JoAnn Taricani, Padmaja Vrudhula

Exhibits

Exhibit 1 – Vigdor response Feb 8.pdf

Exhibit 2 – response to amendment proposal FINAL_8Feb19.pdf

Exhibit 3 – Faculty Code 21-24 lecturer changes Revised 021119.docx

Exhibit 4 – disc-questions-part-time.pdf