

University of Washington
Faculty Council on Faculty Affairs
May 28, 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 May 14, 2019
 3. Update on the revamp of faculty discipline procedures (guest: Zoe Barsness)
 4. Recap subcommittee activities:
 - Gathering data on lecturers (Jack Lee)
 - EFC membership (Jack Lee)
 - Equity & inclusion (Purnima Dhavan)
 - P&T procedures in non-departmentalized colleges (Jack Lee; see attachment)
 5. Teaching Professor proposal (attachment to come)
 - Guest: Jeremy Davis, co-chair of the UWT Lecturer Affairs Committee
 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 May 14, 2019

The Council Analyst will set up an electronic vote for the minutes from May 14, 2019.

3. Update on the revamp of faculty discipline procedures (guest: Zoe Barsness)

Zoe Barsness, Associate Professor UW Tacoma Business, attended the council and presented an update on faculty discipline procedures (Exhibit 1). In her presentation she provided several explanatory documents (Exhibits 2-5).

A member asked about the interim level of discipline measures (gray text) and who has authority to reassign duties, place restrictions, postpone merit. Barsness responded that these measures are only temporary and administrators (i.e. deans) have this authority. Townsend further commented that this procedure follows Washington state law. The member further asked if a chair could take action without consultation.

A member asked who conducts investigations. Barsness responded that this has not yet been determined. The Values and Principles committee is currently considering three models. Challenges with the current model include outside findings by UCIRO. UCIRO may find other violations that are not part of their initial investigation. As a matter of timeliness, this is not ideal.

Barsness noted that they will need to evaluate resource constraints. Lee, the chair, commented that there is consensus among the Values and Principles committee that it is better to have a professional investigatory committee rather than an ad hoc faculty committee.

Another member asked for clarification around the documented verbal reprimand. Barsness responded that a verbal reprimand is a sanction and thus there is written documentation.

A member asked if there was an outreach and education plan for how to handle complaints. Barsness responded that training has not yet been determined. The Values and Principles committee has discussed this; however, there is currently more discretion at the intake phase. Moving to a new model will provide more clarity.

A member asked what actions could stay at the department level. Barsness responded that verbal and written reprimands also stay at the department level. Appeals of verbal and written reprimands would be elevated to the next administrative level.

A member asked if the committee has discussed the current composition of UCIRO. Barsness responded that there is an advisory group of faculty and key stakeholders to monitor the system and create accountability. The member also asked how a new discipline process would impact merit. Barsness responded that the committee is trying to create distinctions between grievances and discipline. They have not yet discussed merit.

A member asked how this process addresses contract lengths for WOT faculty members and if an administrator could wait to deal with complaints after a faculty member's contract ended. Barsness responded that administrators may be doing this because there are not currently enough disciplinary measures in place, but the committee has not yet discussed this specific situation.

One faculty member expressed a reservation in changing the current disciplinary model and felt that it reduced the faculty role in the process. Barsness and Townsend disagreed and responded that the faculty role will still be essential to the disciplinary process.

Barsness offered to answer additional questions via email.

4. Recap subcommittee activities:

- **Gathering data on lecturers (Jack Lee)**

- The chair will meet with Joe Janes, acting Faculty Senate Chair, before sending a request to the Provost's office.

- **EFC membership (Jack Lee)**

- Currently being voted on by the faculty.

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

- Dhavan commented that a point that surfaced in discussions involved the discretion of chairs and deans. Dhavan recommended that the council formally request that chairs and deans receive awareness training around service requirements.

- **P&T procedures in non-departmentalized colleges (Jack Lee; see attachment)**

The chair shared that he wrote to the EFC chairs (Exhibit 6).

5. Teaching Professor proposal (attachment to come)

- Guest: Jeremy Davis, co-chair of the UWT Lecturer Affairs Committee

Jeremy Davis, Senior Lecturer at UW Tacoma in the School of Interdisciplinary Arts and Sciences, attended the council and provided feedback Tacoma. Davis shared that lecturers at UW Tacoma are very supportive of the title change and the contract length change.

The chair commented that there are still substantive issues dealing with requirements around appointments at various ranks. Due to the nature of these changes, the chair recommended that the council form a subcommittee over the summer to discuss how to address these issues in the Faculty Code.

Chair will set up an online discussion board, and disseminate it to faculty senators, deans, etc.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 12:35 p.m.

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

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

Absent: **Faculty:** Joseph Janes, Dawn Lehman
Ex-officio reps: JoAnn Taricani, Bryan Crockett

Exhibits

Exhibit 1 – 20190503 ProgDiscipline Goals Summary.docx
 Exhibit 2 – 20190526 ProgDiscipline Table.docx
 Exhibit 3 – Proposed Faculty Adjudicative Process DRAFT May 21 2019.pptx
 Exhibit 4 – DisputeBuckets ValuesPrinciples Framework FINAL.pdf
 Exhibit 5 – Discipline PPT.pptx
 Exhibit 6 – mail to EFC chairs.pdf