

**University of Washington**  
**Faculty Council on Faculty Affairs**  
February 20<sup>th</sup>, 2018  
11:00 a.m. – 12:30 p.m.  
Odegaard Undergraduate Library 320

**Meeting Synopsis:**

1. Call to order
  2. Review of the minutes from February 6<sup>th</sup>, 2018
  3. Chair's report
  4. Lecturer issues/legislation
  5. Good of the order
  6. Adjourn
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**1) Call to order**

The meeting was called to order at 11:15 a.m.

**2) Review of the minutes from February 6<sup>th</sup>, 2018**

The minutes from February 6<sup>th</sup>, 2018 were approved as written.

**3) Chair's report**

Janes explained he attended a meeting of an ad hoc committee recently charged by the Provost and faculty senate leadership to discuss/work on issues relevant to lecturers. He explained the committee had noted an interest in evaluating the career path for lecturers at the UW. The group does not intend to alter the Faculty Code as part of their work, he explained.

**4) Lecturer issues/legislation**

Jacoby showed a PowerPoint intended to lead discussion and inform on work conducted by a small subgroup of FCFA members since the time of the last FCFA meeting (Exhibit 1). He explained the subgroup defined three "principles" to be used by FCFA to steer development of Class A legislation during the remaining 2017-2018 academic year. Janes noted the idea for this meeting is not to delve into development of additional code languages, but to reach agreement in relation to these underlying principles. The principles were shown, and included (Exhibit 1):

- I. "To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with an appropriate justification.
- II. Open searches for faculty positions are a way to assure we have the best and most diverse faculty.

- III. Faculty governance is critical to a well-functioning university and requires the inclusion of perspectives from all titles and ranks” (Slide 2, Exhibit 1).

### *Principle #1*

Initial feedback surfaced a comment that professional schools often bring in quarter-to-quarter hires for teaching, making Principle #1 potentially problematic. It was noted some faculty titles are not included in the PowerPoint slide, such as Research Associate. It was also noted that the title of point A. in the slide (Tenure Track Appointments) should be changed to “Professors” given that not all related appointments are tenured.

A slide was shown with job titles detailed within the Faculty Code (Slide 3, Exhibit 1). Jacoby explained the subgroup has proposed that the Faculty Code be modified to allow for “Acting Lecturers.” There was some discussion of the proposal. It was noted the change would open up the acting modifier to be used for Lecturers and Artists-in-Residence. It was noted “acting” was to be used to denote a temporary appointment, and the vision for an Acting Lecturer would be that the position is non-competitively hired. It was noted the change allows for the denoting of Lecturers on multiyear contracts.

The second slide on Principle #1 was shown, which includes an idea to add a sentence on “intent” of the use of the acting title (Slide 5, Exhibit 1).

It was noted the third idea in relation to Principle 1 is to limit temporary appointments to a certain duration of time (3 years used as an example duration). It was noted the most appropriate length of time has not yet been defined. A member noted the disaggregation of titles/positions should lie between those seeking a career path at the university versus those not seeking a career path. It was noted by pairing certain employees with specific titles, those employees will have a better sense of the feasibility of a certain pathway for their career at the institution. There was some discussion of the importance of acknowledging fiscal repercussions in units as they relate to Principle #1.

### *Conclusion*

A member explained he likes the idea of altering the code to allow use of the “Acting Lecturer” title, and several other members were in support of including the idea as a component of FCFA’s 2017-2018 “legislative package.”

The discussion was ended due to time constraints.

## **5) Good of the order**

Janes explained members of the FCFA will need to work before the time of the next meeting to finalize Class A legislation for the full council to consider and vote on in the March 6<sup>th</sup> meeting.

A member reiterated that the move from Senior to Principle Lecturer needs to be better defined in the Faculty Code (Chapter 24.34). It was noted members of the Faculty Senate brought this issue up in a

recent meeting. Janes noted at the time of the next FCFA meeting, the council should also vote on approving pending changes designed for Faculty Code 24.54 (designed January 23, 2018).

## 6) Adjourn

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

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*Minutes by Joey Burgess, jmbg@uw.edu, council support analyst*

**Present:**                   **Faculty:** Joseph Janes (chair), Aaron Katz, Purnima Dhavan, Jacob Vigdor, Kamran Nemati, Dan Jacoby, Tom Hazlet, Miceal Vaughan  
**President's designee:** Cheryl Cameron  
**Ex-officio reps:** Judith Henchy, Bryan Crockett  
**Guests:** George Sandison, Mike Townsend

**Absent:**                   **Faculty:** Steve Buck, Eric Bugyis, Kurt Johnson, Margaret Adam, Gordon Watts,  
**Ex-officio reps:** Ziyang Bai

### Exhibits

Exhibit 1 – FCFA Lecturer Discussion2.ppt

# FCFA Lecturer Subcommittee Principles and Proposal

February 20<sup>th</sup>, 2018

# Three Guiding Principles

1. To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with an appropriate justification.
2. Open searches for faculty positions are a way to assure we have the best and most diverse faculty.
3. Faculty governance is critical to a well-functioning university and requires the inclusion of perspectives from all titles and ranks.

# Code Framework Job Titles

## A *Tenure Track Appointments.*

- 1 Assistant Professor (Term), Associate Professor, and Full Professor (Continuing)

## B *Continuing Appointments*

- 1 Library (not discussed in 24-34)

## C *Term Appointments*

1. Research Assistant Professor, Research Associate Professor, Research Professor
2. Professor of Practice
3. Lecturer, Senior Lecturer, Principal Lecture
4. Artist in Residence, Senior Artist in Residence

## D *Term Appointments w/out Voting Rights*

1. Affiliate Professor (Asst, Assoc, and Full) Instructor, Affiliate in Med/Dental
2. Adjunct (no voting privileges in secondary department)
3. Clinical & Clinical Dental Pathway

## E *Temporary Appointments*

1. Acting Instructor, **(proposed) Acting Lecturer** (Code now utilizes Instructor)
2. Visiting Appointments

## F *Joint appointments*

*(these impose additional restrictions)*

## G *Emeritus appointments*

*(these impose additional restrictions)*

## I. *Honorific Appointments*

# Principle 1: To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with appropriate justification

- Create a title that clearly separates temporary and long-term lecturers and artists-in-residence
  - Section 24-53:B.13 (formerly B.14)
  - The *acting* title denotes a temporary appointment for properly qualified persons in the instructor, **lecturer or artist in residence** titles or at the professorial ranks. It **may be** used for persons who are on the faculty for a year or less or for persons who have not yet completed the requirements for a regular appointment **in the professorial ranks**. In the latter case, the acting title is dropped when the requirements are completed. The total service of a faculty member with an acting appointment may not exceed four years in any single **professorial** rank, or for three years in any single instructional title, or six years in any combination of ranks or titles. A faculty member whose appointment as assistant professor has not been renewed may not be given an acting appointment.

# Principle 1: To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with appropriate justification

Add a intent sentence or two: acting is meant to solve a short term staffing issue in a department. A department should not serially hire people in acting positions.

- Section 24-53:B.13 (formerly B.14)
- The *acting* title denotes a temporary appointment for properly qualified persons in the instructor, lecturer or artist in residence titles or at the professorial ranks. **Within these ranks, the acting title is intended to be used to solve short term staffing issues with a department or program. It should never be used to serially hire acting faculty to address on-going instructional needs.**
- It may be used for persons who are on the faculty for a year or less or for persons who have not yet completed the requirements for a regular appointment in the professorial ranks. In the latter case, the acting title is dropped when the requirements are completed. The total service of a faculty member with an acting appointment may not exceed four years in any single professorial rank, or for three years in any single instructional title, or six years in any combination of ranks or titles. A faculty member whose appointment as assistant professor has not been renewed may not be given an acting appointment.



**Principle 1: To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with appropriate justification**

- Limit temporary appointments to 3 years. TODO: what is the right length of time (3 years, 2 years, 1 year?). Do not change definition of acting title for professorial ranks.
  - Section 24-53:B.5 (formerly B.5)
  - Appointment with the title of *instructor or acting lecturer* is made to a person who has completed professional training, in many fields marked by the Ph.D., and is fulfilling a temporary, clinical, or affiliate instructional need, or is in a temporary transition period between post-doctoral training and mentoring and entry into the professorial ranks. These appointments are limited to acting, affiliate, or clinical. **Where the voting faculty wish to extend reappointment beyond a total of three (?) years, it must consider incumbent for one of the non-temporary titles described within section 24-34B.**

1. To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with an appropriate justification.

b. i Address definition of instructor. The current definition includes terminal degree, and fulfilling temporary instruction need. This feels like a 100% overlap. (Can B.6 be replaced with Acting Lecturer).

Section 24-34 B.6 (formerly B.7)

Appointment with the title of *instructor* is made to a person who has completed professional training, in many fields marked by the Ph.D., and is fulfilling a temporary, clinical, or affiliate instructional need, or is in a temporary transition period between post-doctoral training and mentoring and entry into the professorial ranks. These appointments are limited to acting, affiliate, or clinical. Where the voting faculty wishes to extend reappointment beyond a total of three years, incumbent must be considered for one of the non-temporary titles described within this section (24-34B).

1. To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with an appropriate justification.

b. ii Need more information on the role of acting instructor and its use in the university. Is it easy to know when to use one or the other? And do we need to, for example, remove the word “temporary” from 24.34.B (see paragraph that discusses instructor title)

Section 24-34 B.6 (formerly B.5)

Appointment with the title of *instructor* is made to a person who has completed professional training, in many fields marked by the Ph.D., and is fulfilling a temporary, clinical, or affiliate instructional need, or is in a temporary transition period between post-doctoral training and mentoring and entry into the professorial ranks. These appointments are limited to acting, affiliate, or clinical. Where the voting faculty wishes to extend reappointment beyond a total of three years, incumbent must be considered for one of the non-temporary titles described within this section (24-34B).

1. To promote stability, morale and inclusion, multi-year contracts are encouraged for all faculty regardless of FTE. Quarter by quarter contracts may be allowed with an appropriate justification.

c. or those less than 50%

- Say nothing in the code: below shouldn't require any code changes
  - The rules for acting and not acting are the same
  - Promotion rules would still apply
  - They are not voting
  - Keep code similar to professorial less than 50% rank.

# Principle 2. Open? searches for faculty positions are a way to assure we have the best and most diverse faculty.

Exhibit 1

- a. Sub principle: non-temporary positions require an open search, temporary positions do not require an open search. 24.53.
- b. B – add a sentence to the effect that all searches must be open competitive searches. N.B. this does not mean that all hires must be conducted with a search

Section 24-52? B. The duty of an appointment committee is to search **widely from diverse populations** for suitable candidates, to study and determine their qualifications (Sections [24-32](#) to [24-36](#)), and to obtain and evaluate all data related to the problem of appointment. When, after such a study, the committee finds a candidate or candidates who appear to be qualified it shall transmit its information and recommendation to:

1. The department chair, if the appointment is to be a departmental one other than that of chair, or
2. The appropriate dean, if the appointment is to be one of a department chair, or
3. The President, if the appointment is to be one of a dean.

# Principle 2. Open? searches for faculty positions are a way to assure we have the best and most diverse faculty.

Exhibit 1

C. 24.53.C.1 (this is on delegation of appointment authority by a unit): replace " or annual or quarterly part-time lecturers" with "acting lecturers" so that only temporary lecturers can be delegated to committee (along with the other classes like research associate, etc.).

Section 24-52? C.1 If the appointment is to be a departmental one other than that of chair, the chair shall submit all available information concerning candidates suggested by the department, the chair, or the dean to the voting members of the department faculty. The voting faculty of an academic unit may, by majority vote, delegate authority to recommend the appointment of affiliate or clinical faculty, research associates, or ~~annual or quarterly part-time~~ *acting* lecturers to an elected committee of its voting faculty. In an undepartmentalized college or school, this delegation may be made to an elected committee of its voting faculty. The delegation shall expire one calendar year after it is made. (~~strike annual or quarterly part-time~~)

Principle 3: Faculty Governance is critical to a well-<sup>Exhibit 1</sup> functioning university and requires inclusion of perspectives from all titles and ranks.

The recent proposed code changes that moved out of the FCFA and into the SEC speak directly to this principle.

# For Later (not this round)

Exhibit 1

- 24.34.B, section on teaching associate – this is also a temporary position and perhaps some limits should be explored.
- Develop principles to guide promotion or appointment senior and principal lecturer.