

University of Washington
Faculty Council on Faculty Affairs
October 10th, 2017
11:45 a.m. – 12:30 p.m.
Odegaard Undergraduate Library 320

Meeting synopsis:

1. Call to order
 2. Introductions
 3. Review of the minutes from June 6th, 2017
 4. Our work for the year / 2017-18 charge letter
 - ❖ lecturers
 - ❖ librarians
 - ❖ disciplinary procedures
 - ❖ promotion and tenure in non-departmentalized schools
 5. Timetable
 6. Good of the order
 7. Adjourn
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1) Call to order

Janes called the meeting to order at 11:45 a.m.

2) Introductions

Members made introductions. There were two new faculty members: Dan Jacoby (Interdisciplinary Arts and Sciences UW Bothell) and Tom Hazlet (Pharmacy).

3) Review of the minutes from June 6th, 2017

The minutes from June 6th, 2017 were approved as written.

4) Our work for the year / 2017-18 charge letter

Lecturers

Janes explained matters concerning UW's lecturing faculty will likely be the main aspect of FCFA's work during 2017-2018. He gave a short background of the topic for new members, citing the Provost's Lecturer Appointment Guidelines, reports from various past faculty/administrative taskforces, and FCFA's Class A legislation on Clarification of roles for faculty members with instructional titles (approved by UW voting faculty during spring of 2017). A number of elements in motion from the previous academic year will continue to be addressed by the FCFA, and there are a few new suggested focus areas for the council during 2017-2018, as well. Some activities for consideration include:

- i. Codifying the Provost's Lecturer Appointment Guidelines within the Faculty Code. The document exists only as executive guidelines currently. A new Provost will be hired during 2017-2018, and codifying the Guidelines will improve their permanency.
- ii. Promotion/career track for UW's lecturers. The council discussed concepts during the past academic year to improve and facilitate promotion within the lecturing titles. During 2016-2017, FCFA even considered code language for mandatory consideration of promotion for lecturers at various intervals. A member noted an outside group has asked that the council consider mandatory promotions for part-time (half-time) lecturers, as well.
- iii. Evaluating the process for promotion of lecturers/how the voting hierarchy might be reconceived.
- iv. Granting voting rights for part-time lecturers.
- v. Altering title of "lecturer" at the UW to another term, or group of terms.

Janes previously discussed the proposed activities with Faculty Senate Chair, Thaisa Way, and noted they both believe the timing is ideal to consider the potential changes for lecturers. Janes explained he and Way are in favor of moving FCFA legislation during 2017-2018 as a "package" of amendments, to be considered jointly at one time.

It was noted a few FCFA members met with several Elected Faculty Councils during spring quarter of 2017. A member recommended that council members continue consulting with EFCs, as it is useful in evaluating campus interest/approval of various topics. The Nursing and Business EFCs were consulted in the spring, and – on the question of granting part-time lecturers voting rights – the opinions of the two groups were at odds.

Janes also noted that using the newly-implemented HR portal system Workday, FCFA may be able to contact particular subsets of faculty (i.e. lecturing faculty) by email for a variety of purposes. This tool may be useful for surveying faculty and/or planning events.

Discussion

Jacoby noted UW lecturers under 50% time are not included anywhere in the Faculty Code, and wondered if this topic had ever been addressed by the FCFA or another body. Janes explained the issue has been discussed less compared to other topics over the lifetime of the initiative, though the council is open to deliberating it. A member noted the topic was formerly considered to be one of the more difficult issues to deal with, and was left alone in favor of addressing other topics.

Librarians

Janes provided a brief background of the topic. The Associated Librarians of the University of Washington (ALUW) have been working on an effort for several years to reclassify UW librarians as "faculty" rather than as "academic personnel" as they are classified currently. Janes explained he was formerly liaison between ALUW and FCFA on this topic, and Watts will take on the role during 2017-2018 and inform the FCFA on the initiative. The change requires that language for librarians be inserted

into all relevant sections of the Faculty Code. Henchy provided a brief status update on that work. The initial draft of the code language changes were reviewed by a subset of FCFA members in spring of 2017, and some issues were noted at that time. There was an interest in conducting a full-scale review of the draft code changes and recommending revisions as soon as possible (preferably in under a month's time).

Disciplinary procedures

The council was briefed on issues associated with Chapters 27 and 28 of the Faculty Code detailing faculty disciplinary procedures. An evaluation conducted during 2016-2017 has led several faculty leaders to believe the sections should be discussed and potentially reshaped. That work has begun and is envisioned as a general clean-up of processes/text that were originally written decades ago. Many stakeholders are involved in this work (both administrative and faculty), and it is planned to be at least a two-year process. It was noted FCFA should be involved early on in the process to review the draft code changes.

Promotion and tenure in non-departmentalized schools

Vigdor noted the topic pertains to Faculty Code Chapter 24-54.C. and the faculty promotion process. He explained a faculty promotion process should be fair, and, as a way to protect fairness, there should be reasonable uniformity of promotion processes across the institution. However, a promotion process in a non-departmentalized unit is significantly different due to the language in the cited subsection not accounting for the difference between departmentalized and non-departmentalized units. Mike Townsend (Secretary of the Faculty, Faculty Senate & Governance Office) noted the notion of "independence" is not sufficiently defined in the Faculty Code, and the FCFA might also consider dealing with this issue, as well.

Janes explained the issue could be rectified with Class A legislation altering the subsection. He noted this legislation should take priority and be developed in front of other legislative initiatives in the FCFA, as it can be developed the quickest. It was noted Vigdor would take the lead on this work. There was some brief discussion of methods to correct the language before time ran out.

5) Timetable

It was noted the lecturer legislative "package" must be completed and forwarded to the Senate Executive Committee for consideration by March 1 (2018) in order to make it through the Class A legislative process during the 2017-2018 academic year.

6) Good of the order

Janes asked members to review previous taskforce reports and previously-drafted (draft) pieces of FCFA legislation on lecturers before the next meeting.

7) Adjourn

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

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

Present: **Faculty:** Margaret Adam, Joseph Janes (chair), Aaron Katz, Purnima Dhavan, Eric Bugyis, Jacob Vigdor, Kamran Nemati, Dan Jacoby, Tom Hazlet
Ex-officio reps: Judith Henchy, Navid Azodi
President's designee: Cheryl Cameron
Guests: George Sandison, Mike Townsend

Absent: **Faculty:** Steve Buck, Kurt Johnson, Gordon Watts, Miceal Vaughan
Ex-officio reps: N/A