

University of Washington
Faculty Council on Faculty Affairs
March 28th, 2017
11:00 a.m. – 12:30 p.m.
Odegaard Undergraduate Library 320

Meeting Synopsis:

1. Call to order
 2. Review of the minutes from March 14th, 2017
 3. Continued discussion of the role of the lecturer in the code
 4. Further looking at how “full-time” is used in the code
 5. Good of the order
 6. Adjourn
-

1) Call to order

Janes called the meeting to order at 11:00 a.m.

2) Review of the minutes from March 14th, 2017

The minutes from March 14th, 2017 were approved as written.

3) Continued discussion of the role of the lecturer in the code

The council continued its discussion from the previous meeting concerning “the role of the lecturer,” specifically relating to potential amendments to the Faculty Code.

Initial subcommittee recommendation

Vaughan explained a sentence of example code language was formulated for the purpose of stimulating discussion:

“A lecturer after consecutive multiyear appointments summing no more than ten years would be eligible for review for promotion.”

He explained the general idea would be that a lecturer could serve in a role for a set amount of time or appointments before a review is conducted leading to promotion or another outcome. He noted there could be a review after an initial multiyear appointment, as well as after a second appointment.

Janes listed off several aspects of the proposal that should be considered, including: timing and duration of appointments before review for different types of lecturers, how closely to tie the lecturer track model in with the tenure track, and if a lecturer would be able to remain at their rank indefinitely without promotion. After some discussion, council members noted the main question to be answered is whom should be declared promotion eligible (and under what conditions).

Promotion eligibility in the lecturing ranks

A member explained the goal of the discussion seems to be setting an expectation that certain people at the university are entitled to review for promotion. Another member agreed and explained if the council could define the characteristics of those in the lecturer track whose relationship to their unit (and vice versa) is “strong,” than the question of the criteria for eligibility becomes a timeline of when they are reviewed for promotion. There was some discussion of the existing mechanisms for reappointing lecturers into higher ranks and the nuances of reappointments versus promotions.

There was further clarification. Discussion focused on promotion eligibility for lecturers on annual contracts. There were questions concerning accumulation of years at the university under separate appointments and if one should have each of those years considered part of their employment duration at the university (the response was yes). Another question related to the reasonable number of years one would need to serve in order to demonstrate performance making them suitable for promotion. A member pointed out it does not seem likely a unit would want to carry out a full review for promotion after a lecturer’s second annual appointment. Members agreed lecturers on multiyear appointments should have a defined timeline for review (for promotion or another outcome).

A member noted he is interested in setting an obligation on units to be planning for the use of lecturers, and relating to those lecturers to whom the unit has made some commitment – they should have the right to be reviewed and the right to be promoted through some explicit process.

Process laid out

Watts noted the Provost’s Guidelines for Appointment of Full-time Lecturers outlines the moment following three annual appointments (of a lecturer) for a unit to consider rehiring the lecturer on a multiple-year appointment. He noted this makes it easier for the FCFA put a promotion review in the Faculty Code at that moment. The council laid out a process for promotion review for certain lecturers:

After a multiyear appointment, or after three annual appointments, a lecturer will enter into a substantial review which feeds into either the end of the contract, a competitive reappointment, or a promotion.

Watts recommended the entire process be only for competitively-hired lecturers. The promotion would be from the lecturer title into the senior lecturer title.

It was noted “number of years” is missing in the framework to draft code. Watts noted putting a placeholder there (on number of years) in example code language would bolster discussion in a larger venue outside of the FCFA.

Changing titles

The council held some discussion of altering lecturer titles as an additional council initiative. It was noted changing the titles or names of positions is a major cultural challenge. Some members expressed that the council would be better served by taking one thing on at a time. One member spoke in defense of changing the titles, and noted he would like to consider it. Additional discussion revealed “terminal degrees” as a potential sticking point, along with the point that if a terminal degree is required, it creates issues of promotion or hiring for those who are otherwise qualified. One member had the idea

of creating separate titles for lecturers who are competitively-hired and lecturers who are not competitively-hired, as the degree of difference between those appointments had been previously stated.

Conclusion

The council confirmed after a question that they supported the above-outlined process for promotion. Janes and Watts noted they would develop code language based on the above recommendations.

4) Further looking at how “full-time” is used in the code

The item was missed due to time constraints.

5) Good of the order

Nothing was stated for the good of the order.

6) Adjourn

Watts adjourned the meeting at 12:30 p.m.

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

Present: **Faculty:** David Goldstein, Joseph Janes, Kurt Johnson, Chandan Reddy, Gordon Watts (chair), Aaron Katz, Purnima Dhavan, Eric Bugyis, Jacob Vigdor, Miceal Vaughan
Ex-officio reps: Julius Doyle, George Sandison
Guests: Mike Townsend

Absent: **Faculty:** Alissa Ackerman, Margaret Adam, Steve Buck, Kamran Nemati
Ex-officio reps: Judith Henchy, Freddy Mora, JoAnn Taricani
President’s designee: Cheryl Cameron