

**University of Washington**  
**Faculty Council on Faculty Affairs**  
March 14<sup>th</sup>, 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 February 28<sup>th</sup>, 2017
  3. Chapter 21 – where does “full-time” have to be changed to “50% or greater on an annual or multiyear appointment?”
  4. Fitting lecturers properly into the code
  5. Good of the order
  6. Adjourn
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**1) Call to order**

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

**2) Review of the minutes from February 28<sup>th</sup>, 2017**

The minutes from February 28<sup>th</sup>, 2017 were approved as written.

**3) Chapter 21 – where does “full-time” have to be changed to “50% or greater on an annual or multiyear appointment?”**

Relating to the FCFA draft Class A legislation on lecturer voting rights (yet to be considered by the Senate Executive Committee and faculty senate), Watts explained he looked carefully through other sections of the Faculty Code to locate uses of the word “full time” specifically associated with lecturers. He noted he has prepared a brief document for the council to review that includes each of the relevant uses of that language (Exhibit 1). He commented that he specifically focused on code language that relates to the FCFA’s discussion/legislation of lecturers. It was noted uses of the term “part time” (lecturers) will also need to be located in the code and reviewed.

Before reviewing the document, the Provost’s Lecturer Appointment Guidelines (UW Academic HR website) were displayed to answer a few preliminary questions relating to lecturer appointment procedures. It was noted the guidelines state that part time lecturers who are competitively recruited may be appointed to annual or multiyear appointments. As a clarification, non-competitively hired lecturers may not be appointed to multiyear terms.

The council reviewed the document and discussed the uses of the term “full time” (lecturers) with the intention of devising replacement language where necessary to bring language in line with the newly developed draft Class A legislation (Exhibit 1):

- ❖ **#1:** It was decided use of the title “full time lecturer” should be changed to “lecturer with an annual or multiyear appointment at 50% or greater,” while use of the term “part time lecturer” should be

replaced with “lecturer with less than a 50% appointment.” It was noted the phrase “with exceptions to be reviewed by the Provost” should be kept, and the term “full time” should remain in reference to artist in residence.

There was a clarification that a lecturer appointed for a single quarter is classified as a “part time lecturer,” even under the new draft FCFA legislation. Watts noted Class A legislation could be utilized to make the above changes.

- ❖ **#2:** It was decided “full time senior lecturer” should be changed to “senior lecturer with an annual or multiyear appointment at 50% or greater.”

After some discussion, members noted the council should address in the future why the five year term limit was created for senior and principal lecturers.

There was some discussion of the idea to create a three year appointment (or another multiyear appointment) for appropriately titled lecturers that includes a review every year (aka. a “continual” three year appointment). It was noted the topic should be discussed again by the council in the future.

Watts noted Class A legislation could be utilized to make the above changes.

- ❖ **#3:** It was decided use of the title “full time lecturer” should be changed to “lecturer with an annual or multiyear appointment at 50% or greater.” After some brief discussion, Watts noted he would like to table action on item 3 until a similar search for the term “part time” (relating to lecturers) in the Faculty Code is carried out.
- ❖ **#4:** It was decided use of the title “full time lecturer” should be changed to “lecturer with an annual or multiyear appointment at 50% or greater.” After discussion it was noted the item needs to be postponed as it relates to career path, and tweaking the language requires further deliberation in that regard. It was noted part time lecturers cannot be promoted because of the existing language in Faculty Code Chapter 24-41.C. (also within Exhibit 1). It was noted Item 3 will affect how item 4 is modified, as well.
- ❖ **24-41.E:** It was decided the reference does not require an amendment.
- ❖ **24-57.C:** The item was tabled as members noted it connects to ongoing discussions of the career path for lecturers.

Watts noted he would work on replacement code language where designated above as well as search for references to “part time” (lecturers) in the Faculty Code to facilitate a similar analysis in a future meeting.

#### **4) Fitting lecturers properly into the code**

Dhavan explained a small group of FCFA members discussed the notion of improving the career track for lecturers at the UW via changes to the Faculty Code. The group found there is nothing in the Faculty Code that triggers a review for promotion for part time or full time lecturers, as their appointments are

defined and meant to culminate after a certain period. She explained in thinking about devising language for triggering a promotion review, two questions need to be answered:

- I. Does the amount of years where a lecturer at 50% or greater become eligible for promotion need to be defined?
- II. If a promotion decision is denied, does the lecturer in question have to resign, or may they stay in their current title and position (“up and out” model vs. “up and stay” model).

A member suggested the council may want to consider a more fixed and clear promotion pathway specifically for promotion of senior and principal lecturers. He noted promotion in relation to the lecturer category is complicated as their use is so varied (especially given duration of appointment), and it seems nearly impossible to frame language defining at what point they should be considered/reviewed for senior or principal lecturer.

There was some discussion of the point (e.g. how many years) wherein it becomes abusive to keep a lecturer in a certain position indefinitely. A member questioned if there are easy lines that can be drawn to differentiate between people who are used occasionally/their appointment is not their primary job versus the group of people who want to have a long relationship with their unit. A member brought up that the council already made a division in this regard between lecturers on quarter-to-quarter appointments versus lecturers on annual or multiyear appointments.

Katz noted he would like to focus on the triggering of promotion review as one piece that could be added to the Faculty Code to improve career path for lecturers at the university. A member suggested the distinction be between lecturers on annual and quarterly appointments versus multiyear appointments, as the latter represents a serious commitment from the department. A member noted competitive hiring should be tied into the language so that promotion eligibility would be available to “competitively-hired lecturers on multiyear appointments.” There was some discussion of how the term “competitively hired” is not currently included in the Faculty Code, and perhaps similar but alternate language might be used instead.

Discussion subsided 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.

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

**Present:** **Faculty:** Margaret Adam, Joseph Janes, Kurt Johnson, Chandan Reddy, Gordon Watts (chair), Aaron Katz, Purnima Dhavan Miceal Vaughan, David Goldstein  
**Ex-officio reps:** Julius Doyle, George Sandison  
**President’s designee:** Cheryl Cameron  
**Guests:** Mike Townsend

**Absent:**

**Faculty:** Alissa Ackerman, Steve Buck, Eric Buggy, Jacob Vigdor, Kamran Nemati

**Ex-officio reps:** Judith Henchy, Freddy Mora, JoAnn Taricani

**Exhibits**

Exhibit 1 – 2017-03-14 - Use of Full Time\_fcfa\_winter2017.doc

# “Full-time” – its use in the code

Prepared for the FCFA meeting 3/14/2017 by G. Watts

There are some places that refer to full-time profs in other sections of the code that are not documented below.

## Chapter 24

24-41.B	<ol style="list-style-type: none"> <li>1. Appointment as a <b>full-time lecturer</b> or artist in residence shall be for a term not to exceed five years.  The normal appointment period of a <b>part-time lecturer</b> or artist in residence shall be for one year or less with exceptions to be reviewed by the Provost.</li> <li>2. Appointment as a <b>full-time senior lecturer</b>, principal lecturer, or senior artist in residence shall be for a term not to exceed five years. The normal appointment period of senior and principal lecturers shall be for a minimum of three years with exceptions to be reviewed by the Provost.  The normal appointment period of a part-time senior lecturer, principal lecturer, or senior artist in residence shall be for one year or less with exceptions to be reviewed by the Provost.</li> <li>3. Except as provided in Subsection B.4 below, at least six months (or three months in the case of an initial annual appointment) before the expiration date of an appointment of a <b>full-time lecturer</b>, artist in residence, senior lecturer, principal lecturer, or senior artist in residence, the dean shall determine, pursuant to Section 24-53, whether this appointment shall be renewed and shall inform the faculty member in writing of the decision.</li> <li>4. A renewal decision in accord with Subsection B.3 above is not required where an initial appointment of a <b>full-time lecturer</b>, artist in residence, senior artist in residence, senior lecturer, or principal lecturer is for one year or less and the appointment is identified at the time of appointment as not eligible for renewal.</li> </ol>
24-41. C	A <b>full-time</b> lecturer, artist in residence, or senior lecturer may, prior to expiration of an existing appointment, be considered for appointment as, or promotion to, a senior lecturer, senior artist in residence, or principal lecturer, respectively.
24-41. E	The first appointment or the reappointment of a faculty member to less than 50% of <b>full-time</b> status shall be made on an annual, or shorter, basis. A faculty member who is appointed to a position with less than 50% of full-time status shall not accumulate eligibility toward tenure.
24-45. A	<b>Section 24-45 Appointment of Part-Time Professors</b>

	<p>A. The University may appoint faculty to professorial or research professorial ranks (see Section 24-34, Subsections A.1 through A.3 and Subsection B.3) on less than a <b>full-time</b> basis. The percentage of appointment at the time of hire shall be documented by the department chair (or dean in an undepartmentalized school or college) and clearly communicated in writing to the faculty member.</p> <p>B. The first appointment of a part-time assistant professor at 50% or greater of <b>full-time</b> shall be for a basic period of three years, subject to earlier dismissal for cause. In Spring Quarter of the second year of appointment, the dean of the assistant professor's college or school shall decide whether:</p>
24-57 C	<p>C. Regular Conference with Faculty</p> <p>Each year the chair, or where appropriate the dean or his or her designee, shall confer individually with all <b>full-time lecturers</b>, assistant professors, and associate professors and professors "without tenure" appointed under Chapter 25, Section 25-32, Subsection D. The chair (or dean or his or her designee) shall confer individually with the other associate professors and senior lecturers at least every two years, and with the other professors, principal lecturers, and professors of practice at least every three years. The purpose of the regular conference is to help individual faculty members plan and document their career goals. While the documentation of those goals will be part of the faculty member's record for subsequent determinations of merit, the regular conference should be distinct from the merit review pursuant to Section 24-55.</p>

The other places that full-time appears in the code are not relevant, though there are a few places it appears with connection to tenure and professors.