

University of Washington
Faculty Council on Faculty Affairs
February 14th, 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 January 31st, 2017
 3. Role of Lecturer Code Modification
 4. 50% voting rights for lecturers
 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 January 31st, 2017

The minutes from January 31st, 2017 were approved as written.

3) Role of Lecturer Code Modification (Exhibit 1)

The FCFA small working group on the role of the lecturer has returned draft Class A legislation altering Faculty Code Chapter 24-34.B.4 (Exhibit 1). The legislation adds a paragraph under section 24-34.B (Qualifications for Appointments with Specific Titles). Watts noted the council should consider each piece of legislation based on its rationale, purpose statement, and code language changes.

There was some discussion of including references to subsections in section 24-32 in the proposed language. A member suggested adding more subsections to the list. Eventually, the decision was made to reference the entire section by way of removing all of the listed subsections. The change was implemented.

Watts asked members to read the “purpose” and “explanation” statements designed to give background for the legislation. After some discussion, both the sections were revised to include “Artists in Residence.” A reference in the “purpose” statement to “former Provost Cauce’s guidelines for professionalizing the lecturer track at the UW” came into question, as those guidelines focus on appointment. The reference was deleted, and council members had no more changes for the introductory statements.

A motion was made for the proposed legislation to be forwarded to the SEC and faculty senate as part of the Class A legislative process. The vote was approved unanimously.

4) 50% voting rights for lecturers (Exhibit 2) (Exhibit 3) (Exhibit 4)

Draft Class A legislation was returned to the council adding university voting rights for certain lecturers via revision to Faculty Code Chapter 21-32.A (Exhibit 2). The revisions also include new language at the bottom of the subsection allowing rehired retired lecturers (as defined above in the section) to vote at the university during the quarter(s) they are serving on a part-time basis.

Cameron (president's designee) displayed a document showing a rough count of lecturers at the university who may be affected by the legislation based on payroll distributions over the 2015-16 academic year (Exhibit 3). Cameron noted quarter-to-quarter, annual, and multiyear appointments are indistinguishable within the data, meaning it is possible some included lecturers are quarter-to-quarter appointments and thus would not be affected by the draft legislation. Another handout was shown with information on fall 2016 academic personnel roster numbers (Exhibit 4). The council was able to use this data to compare numbers of lecturers to numbers of professors in various schools/colleges/campuses.

There was some discussion of the proposal and of places around the university wherein the draft legislation would have the greatest effect on voting populations, especially at the smaller campuses. It was noted most of the lecturers at UW Bothell are hired between 66% and 75% time, and granting these lecturers voting rights does not seem egregious. After some discussion, a member noted the draft legislation is about encouraging faculty to be socially just in the way they approach their colleagues, which several other members agreed with.

There was a suggestion that the lecturer data and academic roster be proliferated as part of the Class A legislation. Moreover, it was noted the introduction to the legislation should include some information on schools/colleges/campuses/departments that will be most affected by its implementation (e.g. incorporating some of the data reviewed in the meeting into the legislative rationale).

The council engaged in wordsmithing the language at the end of the section surrounding voting retired faculty to make clear that lecturers "who had voting rights at the time of retirement" would again have voting rights at the university during the quarter(s) they are serving on a part-time basis.

There was a motion that the FCFA approve the Class A legislation code changes, but that the legislation only be forwarded to the Senate Executive Committee after the purpose and explanation introductory statements are revised and seen by the council. The motion was approved unanimously.

5) Good of the order

Nothing was stated for the good of the order.

6) Adjourn

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

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

Present: Faculty: Kamran Nemati, Margaret Adam, Joseph Janes, Kurt Johnson, Chandan Reddy, Gordon Watts (chair), Purnima Dhavan, Jacob Vigdor, Miceal Vaughan
Ex-officio reps: Judith Henchy
President's designee: Cheryl Cameron

Guests: Mike Townsend

Absent:

Faculty: Alissa Ackerman, Steve Buck, Aaron Katz, Eric Bugyis, David Goldstein

Ex-officio reps: Julius Doyle, Freddy Mora, JoAnn Taricani, George Sandison

Exhibits

Exhibit 1 – facultycode_section24.34.b_roleofthelecturer_fcfa_winter2017_revised021417

Exhibit 2 – Section 21-32_Voting Membership in the Faculty_revised021417

Exhibit 3 – 2-14-17LecPTforFCFA

Exhibit 4 – General Roster Numbers by SCC for FCFA 2-14-17

PURPOSE

Chapter 24-3~~24~~ of the Faculty Code states: “The University faculty is committed to the full range of academic responsibilities: scholarship and research, teaching, and service.” Part A of that section elaborates: “Scholarship, the essence of effective teaching and research, is the obligation of all members of the faculty. The scholarship of faculty members may be judged by the character of their advanced degrees and by their contribution to knowledge in the form of publication and instruction; it is reflected not only in their reputation among other scholars and professionals but in the performance of their students.”

~~Section However, 24-34. A~~ defines “Lecturer,” “Senior Lecturer,” ~~and~~ “Principal Lecturer,” “Artist in Residence” and “Senior Artist in Residence” as “instructional titles.”

This proposed Code change clarifies what the University means by “scholarship and research” for faculty members with instructional titles in the lecturer track and is in line with former Provost Gauce’s guidelines for professionalizing the lecturer track at the UW.

EXPLANATION

Given that the primary responsibility of faculty members in the lecturer or artist in residence track is instruction, the requirement of “scholarship and research” for all faculty members should be interpreted for the lecturer or artist in residence titles in ways that relate to such instruction: i.e., in terms of method, content, pedagogy, student achievement, etc.

Moreover, given the UW needs classroom teachers to meet the needs of its students, and if annual and multi-year appointments and reappointments of lecturers are required to serve those needs, then those lecturers need to be assured that the terms of those continued/continuing (re)appointments are specifically suited to their primary duties and responsibilities. Any definition of “success” for them should be based on the quality of their achievements in teaching and service that reveal their scholarship and research (i.e., their remaining current in their field and their success in transmitting those materials to UW students).

This Code clarification also benefits the rest of the faculty ~~in each lecturer’s unit~~ because (a) it encourages a lecturer or artist in residence to do the work most needed by the unit rather than dissipating effort in areas that serve the unit less; and (b) it provides guidance to the more senior faculty (i.e., individuals holding titles above that of a given lecturer or artist in residence plus all of the tenure-track faculty) who serve on hiring and promotion committees for lecturer and artist in residence positions.

Section 24-34 Qualifications for Appointment at Specific Ranks and Titles

A. Qualifications for Appointment at Specific Ranks

1. Appointment with the rank of assistant professor requires completion of professional training, in many fields marked by the Ph.D., and a demonstration of teaching and research ability that evidences promise of a successful career.
2. Appointment to the rank of associate professor requires a record of substantial success in both teaching and research, except that in unusual cases an outstanding record in one of these activities may be considered sufficient.
3. Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by accomplishments in teaching, and in research as evaluated in terms of national or international recognition.

B. Qualifications for Appointments with Specific Titles

1. Lecturer and artist in residence are instructional titles that may be conferred on persons who have special instructional roles. Appointments may be renewed pursuant to Section 24-53.
2. Senior lecturer and senior artist in residence are instructional titles that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline. Appointments may be renewed pursuant to Section 24-53.
3. Principal lecturer is an instructional title that may be conferred on persons whose excellence in instruction is recognized through appropriate awards, distinctions, or major contributions to their field. Appointments may be renewed pursuant to Section 24-53.
4. Individuals appointed to one of the instructional titles in Section 1-3 above may demonstrate their scholarship and research in a variety of specific ways (Section 24-32-A,B,D). While they may choose to do so through publication, such publication shall not be required.
- 4.5. Appointment to one of the ranks in Subsection A with a research title requires qualifications corresponding to those prescribed for that rank, with primary emphasis upon research. Tenure is not acquired through service in research appointments.

Research professor and research associate professor appointments are term appointments for a period not to exceed five years. The question of their renewal shall be considered by the voting faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held, except that the voting faculty at rank of professor shall consider whether to recommend renewal or non-renewal of the appointment of a research professor.

Such consideration shall be conducted in accord with the provisions of Section 24-53.

Research assistant professor appointments are for a term not to exceed three years with renewals and extensions to a maximum of eight years (see Section 24-41, Subsection H.) The question of their renewal shall be considered by the faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24-41.

Research associate appointments are for a term not to exceed three years, with renewals to a maximum of six years. The question of their renewal shall be considered by the faculty who are superior in academic rank to the person being considered and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24-53.

Research faculty titles and the qualifications for them are described in Section 24-35.

- 5.6.** Appointment with the title of professor of practice is made to a person who is a distinguished practitioner or distinguished academician, and who has had a major impact on a field important to the University's teaching, research, and/or service mission.

Professor of practice appointments are term appointments for a period not to exceed five years. The question of their renewal shall be considered by the voting faculty who are superior in academic rank and are faculty of the department (or undepartmentalized college or school) in which the appointments are held. Such consideration shall be conducted in accord with the provisions of Section 24-53. This title is available to address a unique appointment need and is intended to be sparingly used. Tenure is not acquired through service in this title.

- 6.7.** 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.

- 7.8.** An affiliate appointment requires qualifications comparable to those required for appointment to the corresponding rank or title. It recognizes the professional contribution of an individual whose principal employment responsibilities lie outside the colleges or schools of the University. Affiliate appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.

- 8.9.** An adjunct appointment is made only to a faculty member (including one in a research professorial rank) already holding a primary appointment in another

department. This appointment recognizes the contributions of a member of the faculty to a secondary department. Adjunct appointments do not confer governance or voting privileges or eligibility for tenure in the secondary department. These appointments are annual; the question of their renewal shall be considered each year by the faculty of the secondary department.

- 9-10.** A joint appointment recognizes a faculty member's long-term commitment to, and participation in, two or more departments. A joint appointment may be discontinued only with the concurrence of the faculty member and the appointing departments. One department shall be designated the primary department and the others secondary, and this designation can be changed only with the concurrence of the faculty member and the appointing departments. Personnel determinations (salaries, promotions, leave, etc.) originate with the primary department, but may be proposed by the secondary department(s), and all actions must have the concurrence of the secondary department(s). A faculty member who has the privilege of participation in governance and voting in the primary department may arrange with the secondary department(s) either to participate or not to participate in governance and voting in the secondary department(s). This agreement must be in writing and will be used for determining the quorum for faculty votes. The agreement can be revised with the concurrence of the faculty member and the department involved.
- 10-11.** A clinical appointment in the appropriate rank or title is usually made to a person who holds a primary appointment with an outside agency or non-academic unit of the University, or who is in private practice. Clinical faculty make substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students in practicum settings. Clinical appointments are annual; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.
- 11-12.** Appointment with the title of teaching associate is made to a non-student with credentials more limited than those required of an instructor. Teaching associate appointments are annual, or shorter; the question of their renewal shall be considered each year by the faculty of the department (or undepartmentalized college or school) in which they are held.
- 12-13.** The emeritus appointment is recommended by departmental action for a regular, WOT, research or clinical faculty member who has retired under the UW Retirement Plan or is receiving benefits as if he or she retired under another state of Washington retirement plan and whose scholarly, teaching, or service record has been meritorious. Such a recommendation requires approval by the college dean and the President of the University. The normal criteria for appointment with the emeritus title are at least ten years of prior service as a member of the faculty and achievement of the rank of professor or associate professor. Under certain circumstances the President may grant emeritus status to an administrator at the level of dean or vice president, or at other levels if deemed appropriate.

- 13.14.** The acting title denotes a temporary appointment for properly qualified persons in the instructor title or at the professorial ranks. It commonly is 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 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 rank or 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.
- 14.15.** Appointment to one of the ranks in Subsection A with a visiting title indicates that the appointee holds a professorial position at another institution of higher learning and is temporarily employed by the University. An employee who does not hold a professorial position elsewhere, but who is otherwise qualified, may be designated as a visiting lecturer.
- 15.16.** The visiting scholar title is an honorary title awarded to persons who hold professorial (including research titles) positions at other institutions and who are visiting the University but who are not employed by the University during their stay. The purpose of this title is recognition of the visitor's presence at the University, and to make University facilities and privileges (library, etc.) available.

Section 13-31, April 16, 1956; S-A 23, February 22, 1959; S-A 32, May 8, 1967; S-A 33, June 13, 1967; S-A 37, February 8, 1971; S-A 64, May 29, 1981; S-A 78, December 14, 1988; S-A 81, January 30, 1990; S-A 94, October 24, 1995; S-A 97, January 10, 1997; S-A 103, March 6, 2001; S-A 108, June 21, 2002; S-A 109, June 5, 2003: all with Presidential approval; RC, April 18, 2006; S-A 124, July 5, 2011; S-A 133, June 11, 2014: both with Presidential approval.

50% Change

PURPOSE

Chapter 21-32 of the Faculty Code specifies voting membership of the faculty. The first section gives voting rights to professors and research professors of all ranks with a 50% of greater appointment. The second set does the same for full-time lecturers of all ranks. The proposed change modifies the lectures to include 50% or greater appointments.

EXPLANATION

Many of UW's part-time lecturers are deeply committed to the university. Their teaching and administrative loads mean they are fully-participating members of their departments and the broader university. The current code grants them no voting rights at any level if they are anything less than full-time. This change brings university policy more in line with the actual contributions being made by the lecturing faculty

Retirement

PURPOSE

Chapter 21-32 of the Faculty Code specifies voting membership of the faculty. The last paragraph addresses retired faculty who are rehired to teach a classes on a quarter-by-quarter basis. The current paragraph only addresses assistant, associate, and professors (or their research counter-parts). The proposed change adds the instructional titles, bring them into symmetry with professors and research professors.

EXPLANATION

When a retired faculty member with an instructional title is currently excluded from decision making at the department level and participation in faculty votes, while research professors and professors are not. The instructional faculty have teaching expertise and long-term institutional memory, as much as other faculty, and should participate in decision making at the same level.

Section 21-32 Voting Membership in the Faculty

A. Except as provided in [Subsection B](#) of this section the voting members of the University faculty are those faculty members holding the rank and/or title of:

- Professor, 50% appointment or greater,
- Research professor, 50% appointment or greater,
- Associate professor, 50% appointment or greater,
- Research associate professor, 50% appointment or greater,
- Assistant professor, 50% appointment or greater,
- Research assistant professor, 50% appointment or greater,
- ~~Full-time p~~Principal lecturer, with an annual or multiyear appointment at 50% or greater.
- ~~Full-time s~~Senior lecturer, with an annual or multiyear appointment at 50% or greater.
- Full-time senior artist in residence,
- ~~Full-time l~~Lecturer, with an annual or multiyear appointment at 50% or greater.
- Full-time artist in residence, or
- A retired assistant professor, associate professor, or professor during the quarter(s) he or she is serving on a part-time basis, or a retired research assistant professor, research associate professor, or research professor during the quarter(s) he or she is serving on a part-time basis, or a retired full-time principal lecturer ~~with an annual or multiyear appointment at 50% or greater.~~ full-time senior lecturer ~~with an annual or multiyear appointment at 50% or greater.~~ or full-time lecturer who had voting rights at the time of retirement with an annual or multiyear appointment at 50% or greater. during the quarter(s) he or she is serving on a part-time basis.

B. Notwithstanding the rank or title held, the following are **not** voting members of the faculty:

- Persons serving under acting or visiting appointments,
- Persons on leave of absence,
- Persons serving under clinical or affiliate appointments,

- Persons serving under professor of practice appointments,
- Persons of emeritus status unless serving on a part-time basis,
- Persons serving under adjunct appointments insofar as their adjunct appointments are concerned.

[For definitions of faculty titles, see [Section 24-34.](#)]

C. Research faculty may vote on all personnel matters as described in the *Faculty Code* except those relating to the promotion to and/or tenure of faculty to the following ranks and titles:

- Senior artist in residence
- Senior lecturer,
- Principal Lecturer,
- Associate professor,
- Professor,
- Associate professor WOT,
- Professor WOT.

Section 13-31, April 16, 1956; S-A 32, May 8, 1967; S-A 37, February 8, 1971; S-A 45, January 17, 1975; S-A 78, December 14, 1988; S-A 98, May 12, 1998; S-A 103, March 6, 2001; S-A 108, June 21, 2002; S-A 124, July 5, 2011; S-A 133, June 11, 2014: all with Presidential approval.

2015-16 Part-time Lecturers with Payroll Distributions in Each Academic Quarter at $\geq 50\%$ FTE

Prepared by Academic Personnel for the FCFA – Winter Quarter 2017

School/College Campus	Lecturer Part-time All w/ $\geq 50\%$	Lecturer Part-time At least 50%	Lecturer Part-time At least 66%	Lecturer Part-time At least 75%	Senior Lecturer Part-time All w/ $\geq 50\%$	Senior Lecturer Part-time At least 50%	Senior Lecturer Part-time At least 66%	Senior Lecturer Part-time At least 75%
Arts & Sciences	56	46	3	7	4	1	0	3
Built Environments	1	1	0	0	0	0	0	0
Business	12	3	7	2	0	0	0	0
Dentistry	7	5	0	2	2	2		
Education	1	0	0	1	3	1	0	2
Engineering	12	10	1	1	2	1	1	0
Environment	8	7	0	1	1	1	0	0
Information	4	2	0	2	0	0	0	0
Law	7	5	0	2	0	0	0	0
Medicine	11	7	0	4	1	1	0	0
Nursing	7	6	0	1	4	3	1	0
Pharmacy	2	2	0	0	1	0	0	1
Public Policy and Governance	0	0	0	0	5	3	1	1
Public Health	0	0	0	0	3	2	0	1
Social Work	11	5	1	5	0	0	0	0
UW Bothell	41	5	31	5	1	1	0	0
UW Tacoma	7	3	3	1	2	1	0	1
TOTAL	187	107	46	34	29	17	3	9

2016 Academic Personnel Roster Numbers

Exhibit 4

School/College Campus	0180	0117	0178	0179	0115	0140	0185	0182	0181	0101	0102	0109	0116	0111	0112	0113	0141	0142	0143
Arts & Sciences	24	59	5	58	7	1	125	33	3	393	218	0	115	3	1	0	13	6	10
Built Environments	0	3	2	0	1	0	22	0	0	19	35	0	5	0	0	0	0	0	2
Education	0	11	3	0	0	0	3	0	0	26	14	0	13	0	1	0	1	2	1
Engineering	2	8	1	9	1	0	25	0	0	137	56	3	51	0	1	1	6	13	11
Environment	2	1	3	0	1	1	15	0	0	78	30	0	20	8	5	0	12	7	5
Evans School	0	0	5	0	0	0	2	0	0	15	10	0	4	0	0	0	0	0	0
Foster School	2	12	0	8	0	0	31	0	0	34	17	0	33	0	0	0	0	0	0
Information	1	9	0	4	3	0	27	0	0	8	10	2	10	0	0	0	0	0	2
Dentistry	0	1	2	1	1	0	5	0	0	28	9	2	6	1	1	1	2	3	0
Law	0	9	1	6	2	0	39	0	0	27	9	0	5	2	2	0	0	1	0
Medicine	1	17	2	28	5	6	13	0	0	193	25	0	31	560	554	527	37	67	67
Nursing	0	2	7	0	0	1	12	0	0	25	11	0	12	0	1	4	5	2	0
Pharmacy	0	0	1	0	0	0	4	0	0	23	10	0	5	0	2	5	0	0	2
Public Health	1	12	7	3	2	0	3	0	0	40	7	0	2	27	20	22	21	15	2
Social Work	0	1	1	11	0	0	22	0	0	13	14	1	3	1	0	0	1	6	0
UW Bothell	2	30	1	36	2	1	115	1	3	31	42	1	74	0	0	0	2	0	1
UW Tacoma	1	17	2	49	16	0	85	0	0	40	65	0	58	2	0	0	0	0	0
TOTAL	36	192	43	213	41	10	548	34	6	1130	582	9	447	604	588	560	100	122	103