

University of Washington
Faculty Council on Faculty Affairs
January 17th, 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 3rd, 2016
 3. Sub-Group on Role of Lecturers Update
 4. Librarians: Next steps
 5. Lecturer issues
 6. Good of the order
 7. Adjourn
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1) Call to order

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

2) Review of the minutes from January 3rd, 2016

The minutes from January 3rd, 2017 were approved as amended.

3) Sub-Group on Role of Lecturers Update

Goldstein noted the sub-group was asked to develop a Class C resolution outlining what is acceptable to expect from a UW lecturer when they are hired. He noted the varied use of lecturers at the UW has made defining universal criteria difficult. The sub-group plans to complete its report by January 31st. Another member brought up that California State University and Western Washington University lecturer models might be of use in this work.

4) Librarians: Next steps

Janes noted librarians at the UW via the Association of Librarians at the University of Washington (ALUW) have elected to become members of the university faculty, and the FCFA has been asked to weigh in on the proposal. Information on the proposal was highlighted in a document disseminated before the meeting (Exhibit 1). Janes noted the process to cement faculty status for librarians at the UW would likely require examination of the Librarian Personnel Code and Faculty Code. The rationale behind the proposal is that the UW libraries are becoming more central to the work and mission of the university, especially relating to academic well-being and function of the institution. Many librarians also teach courses at the university. Janes explained he has stepped forward to be the liaison between the FCFA and the ALUW, and to generally aid in advancing the proposal.

Two difficulties came up in the meeting regarding the proposal. There is one extra rank of librarians than exists for professorial faculty at the UW. Benefits and sick leave packages for librarians would be largely

altered under the proposal due to the differing structures between librarians (classified as academic personnel) and faculty.

Sandison (Deputy Faculty Legislative Representative, Faculty Senate & Governance) asked how many other higher education institutions classify their librarians as faculty. Henchy explained all other baccalaureate institutions in the state of Washington have librarians of faculty status, and it is fairly common nationwide.

Janes explained last year the council approved of the proposal. The item was to be reintroduced to the new members of FCFA, and granting approval, be sent back to the ALUW to continue in the process to make the change.

Henchy noted the main issue is evaluating if the existing librarian code can be amended to effectively change the status of librarians to members of the faculty. Janes noted this is one of those “devil is in the details” sort of issues.

A member asked if librarians, when appointed, are expected to do scholarly works, service, and teaching - or if this has evolved over time among individual librarians at the UW. He emphasized appointment periods and expectations for new librarians. Henchy noted the roles and expertise of UW librarians differs widely, and some may be more suitable for teaching, while others are more suited to do research.

Janes noted the concern of the FCFA would be to amend the Faculty Code, and locating how it might be changed to incorporate librarians. Vaughan noted librarians could be added as a type of faculty, which would be easier to implement.

There was a question about the salary structure for librarians, and its similarity to the faculty salary system at the UW. The university does allocate promotion amounts for librarians, similar to the faculty salary policy. Henchy noted the UW libraries hire a separate lobbyist to go to Olympia on their behalf, as they are not included in lobbying efforts for UW faculty.

The council expressed approval for moving ahead with the proposal.

5) Lecturer issues

There was some discussion of the university’s legislative history for increased voting rights. A member recalled similar legislation had failed several times in the past. Cameron noted her office is working to compile data on the number of lecturers that would potentially be impacted by the proposed voting rights. There was mention of the new HR system (in development) and its potential to improve HR data tracking. Currently, it is difficult to see if a lecturer is on a quarter-to-quarter or annual appointment. The new system should make the distinction more apparent.

It was noted a new job code was created for part-time lecturers who are competitively-recruited, based on the work the FCFA did years ago.

Janes noted he located legislation proposed by the FCFA in 2003, and the concern at that time was to try to differentiate longer term lecturers from those hired quarter-to-quarter and increase voting rights for the former. There was a concern expressed at that time by the Faculty Senate & Governance Office that

varying types of lecturers could not be distinguished and targeted to participate in university-wide votes. The legislation failed in the faculty senate by 10 votes.

There was some discussion of altering Faculty Code Chapter 23-43 to alter lecturer voting rights for particular matters, rather than granting full voting rights across the board. Janes explained there are two chapters which could be altered to affect lecturer voting rights (23-43 and 21-32). He asked for input. No support was given for altering Chapter 23-43; there was support for altering Chapter 21-32.

There was a question if “competitively-recruited” need be included in existing draft Chapter 21-32 changes (Exhibit 2). It was noted that would be a question of intent, as there are lecturers who are not competitively-recruited.

The council was in favor of moving forward with Faculty Code Chapter 21-32 changes. It was noted part of the council’s work should be to disseminate information on who exactly is being targeted by the legislation.

6) Good of the order

The council discussed the draft retired lecturer proposal, which includes changes to add “retired full time principal lecturer, full time senior lecturer, or full time lecturer during the quarter(s) he or she is serving on a part-time basis” to those eligible to vote (Exhibit 3).

A member pointed out that the word “emeritus” might need to be added to the language. After some discussion, no formal amendment to the draft changes was offered.

There was a question of how to proceed. There was an idea to combine the previously mentioned changes to increase voting rights for lecturers, to the retired lecturer proposal, and forward the changes as a single piece of legislation altering Chapter 21-32. This was generally agreed on.

7) Adjourn

Janes adjourned the meeting at 12:24 p.m.

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

Present: **Faculty:** David Goldstein, Joseph Janes, Kurt Johnson, Chandan Reddy, Purnima Dhavan, Kamran Nemat, Miceal Vaughan, George Sandison
Ex-officio reps: Judith Henchy, Julius Alexander
President’s designee: Cheryl Cameron
Guests: Mike Townsend

Absent: **Faculty:** Alissa Ackerman, Margaret Adam, Steve Buck, Gordon Watts, Aaron Katz, Eric Bugyis, Jacob Vigdor
Ex-officio reps: Freddy Mora

Exhibits

Exhibit 1 – 2017-01-14 - fcfa and librarians

Exhibit 2 – 2017-01-12 - Lecturer Voting Rights Proposals

Exhibit 3 – 2017-01-12 - Retired Lecturer Voting Rights

The Path Forward: Librarians as Faculty at the University of Washington

The Faculty Council on Faculty Affairs

January, 2017

The FCFA met on January 19th 2016 with members of ALUW (Association of librarians at the University of Washington) ([minutes can be found here](#)). On Feb 2nd 2016 the committee, after discussion of the January 19th meeting, voted unanimously that “members of the FCFA approve of exploring the status change of librarians to members of the faculty at the UW.” ([see minutes from the Feb 2nd meeting](#)).

After discussions with the Senate leadership and Marcia Killien, the then Secretary of the Faculty, it was decided that the next steps should be:

1. ALUW (or other representatives) should draft a document laying out:
 - a. A rationale for the proposed change
 - b. Steps taken so far (e.g., vote of ALUW membership? discussions with library or UW leadership?)
 - c. Timeline
 - d. Potential costs
 - e. Numbers of current librarians, broken out by current/proposed rank
 - f. (Others per discussion, consultation with Academic HR)
 - g. Principles, challenges, potential frictions between current librarian’s code and Faculty Code, based on a comparison of the two and desired outcomes
2. This document can form the foundation of discussions within the FCFA and between FCFA and librarians to assist in moving forward, including identifying amendments or additions to the Faculty Code, and the ALUW can decide on the best course of action to move forward.
3. Once a mutually agreeable set of code changes is arrived at, the ALUW should conduct a vote in their membership, and the FCFA should forward the changes out of committee to the Senate Executive Committee.

The Secretary of the Faculty, the chair of the FCFA, and others of course remain available for discussions as this process moves forward.

During the discussions in the FCFA a number of topics were raised which the FCFA would like to see specifically addressed in this proposal:

- How are benefits, sick leave, vacation leave, rank, etc., accrued. Are they similar/compatible or different/incompatible with the faculty?
- Their own department, part of others? Relationship with the iSchool? How would course planning be done? Or remain ad-hoc as it is now?
- How will teaching be overseen for those that teach? Reviews of teaching (there are already extensive instructions in the code for this – are they appropriate? Adjustments that have to be made?)
- Tenure?

FCFA Part-Time Lecturer Voting Rights Proposals

In our meeting of Jan 1, 2017, we had a very productive discussion of ways to tackle lecturer voting rights. We heard two proposals that seemed to have some traction. To organize discussion at the next FCFA meeting they are repeated below, in some more detail, and heading towards actual code language.

This is not meant to be exhaustive. If there are other ideas we should definitely be discussing them. The rational below, or the arguments, are not complete and some of them the FCFA may disagree upon. Nothing should be taken as concrete in this document – rather it is a place to start. If the FCFA could decide on one of these or another approach, then actual rational and code language can be drafted.

Grant Voting for Over All Aspects

Rational

Greater than 50% Part-time, competitively hired lecturers have their primary jobs at the UW. They are often more involved as they may be employed 50% by the department but the other 50% by the administration. Thus, they should be a full participant in faculty life and culture.

Need a consistent rational for why artists in residence aren't included here.

Arguments

- Pro: by far the simplest to explain
- Pro: Minimal code language changes
- Con: Some departments will more-than double in size, truly changing the nature of the department from the folks that are full time tenure track and full time lecturers.
- The above con is particularly strong when it comes to artists in residence.

Code Changes Required

Section 21-32

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 principal lecturer, *50% appointment or greater,*
- Full-time senior lecturer, *50% appointment or greater,*
- Full-time senior artist in residence,
- Full-time lecturer, *50% appointment 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.

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.

Grant Voting for Over Educational Aspects

Rational

Greater than 50% part-time, competitively hired lecturers make major contributions to the teaching mission of the university. In some departments, they carry a large fraction of the teaching load and/or are experts in the educational mission. Their contributions to curricula design, teaching practices, etc., should be formalized.

Arguments

- Pro: gets contributions from the experts for what they are expert in – a good match.
- Pro: side-steps one of the biggest worries about granting part-time faculty voting rights.
- What should be done about artists in residence in this case?

Code Changes Required

Section 21-32

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:

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- 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 principal lecturer, *50% appointment or greater,*
- Full-time senior lecturer, *50% appointment or greater,*
- Full-time senior artist in residence,
- Full-time lecturer, *50% appointment 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.

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.

D. Part-time lectures with > 50% appointment may vote on all personnel matters as described in the Faculty Code except those relating to the hiring, promotion and/or tenure of faculty to any rank or title.

Retired Lecturer Voting Rights

Rational

Full-time lecturers are sometimes hired back after retirement. As many of them will have given as much of their lives to the UW as any tenure track or research professor, it only makes sense to give them parity.

Discussion

- Given the time commitment and the fact that both tenure-track and lecturers are more often hired back to do some teaching, parity here seems obvious.
- This will have a small effect on the actual number of votes cast at any time
- Should > 50% part-timers be included here? If we make other modifications to how part-time lecturers are treated in the code, make it consistent here?

Code Changes

Section 21-32. 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 principal lecturer,
- Full-time senior lecturer,
- Full-time senior artist in residence,
- Full-time lecturer,
- 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, full time senior lecturer, or full time lecturer during the quarter(s) he or she is serving on a part-time basis.*