

**University of Washington  
Faculty Council on Faculty Affairs**

May 10<sup>th</sup>, 2016  
11:00 a.m. – 12:30 p.m.  
Gerberding 142

**Meeting Synopsis:**

1. Call to order
  2. Review of the minutes from April 26<sup>th</sup>, 2016
  3. Announcements
  4. Lecturer Issues
  5. Good of the order
  6. Adjourn
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**1) Call to order**

Watts called the meeting to order at 11:06 a.m.

**2) Review of the minutes from April 26<sup>th</sup>, 2016**

The minutes from April 26<sup>th</sup>, 2016 were approved as amended.

**3) Announcements**

*Faculty salary policy*

Watts noted the Class A legislation on the faculty salary policy was approved by the faculty senate in its first consideration. He explained efforts are underway to educate faculty over the proposal before a vote is to take place. He mentioned the Secretary of the Faculty is charged with providing a pros and cons statement (i.e. a voter's pamphlet) relating to proposed Class A legislation for faculty voters. Watts noted Marcia Killien (Secretary of the Faculty, Faculty Senate and Governance Office) is working hard to gather this information via public venues and other outlets, and a meeting of some SEC members was also held to his end.

It was noted the previous iteration of the salary policy (voted down on March 3<sup>rd</sup>, 2016 by the faculty senate) included its own amendments offered by the president. After a question, Watts explained many of these amendments were incorporated into the Class A legislation on the faculty salary policy that is currently under consideration. After some brief discussion, Vaughn suggested that the subject line of the Class A legislation email message from the Secretary of the Faculty (when sent to all voting faculty) should include a clear written indication of the legislation being considered. Other members agreed that this information should be made more explicit in the broadcast email message.

**4) Lecturer Issues**

### *Preliminary discussion*

Watts asked about a discussion in the last meeting he was not present for. A brief synopsis was given: in part, the council discussed possibilities for ways to make voting privileges for lecturers optional across units, or have the question come to a vote within units. Watts noted the idea makes him uncomfortable partly due to logistics. He noted he also does not like the idea of professors voting on granting voting rights for lecturers.

Katz noted the important thing to him is the citizenship of lecturers, and given the growing role of lecturers at the UW, he noted he believes the council should seek that they become “full participants” in university governance.

Additional discussion ensued. Taricani explained that achieving quorum for voting purposes would be difficult in the School of Music if part-time lecturers were voting, as they make up a high proportion of faculty, and also have not expressed concern of their current inability to vote.

Katz noted that in a graduate program in his school, the majority of the teaching faculty are practitioners. He noted these instructors participate heavily in the pedagogy of that program and should be involved in governance at the departmental-level.

A member suggested that appointment transitions for lecturers should be considered at the time of reappointment. More discussion ensued.

Watts explained the FCFA should decide on a course of action pertaining to lecturers’ rights, privileges, and responsibilities, and then go out to various units in an attempt to gain feedback. He noted this practice might surface local stories about why the policy changes may be problematic, and generally provide more information to the FCFA on the matter.

### *Lecturer grid on rights, privileges, and responsibilities*

The council then worked on its lecturer grid (Exhibit 1).

After some discussion, a question arose and Cameron explained that according to the draft Provost Lecturer Guidelines, recurring 50% or greater FTE, quarter –to-quarter appointments of part-time lecturers that result in year-long employment will be limited to a total of three consecutive years. Some discussion ensued.

The council came up against the issue of (relating to part-time lecturers) differentiating between members of a department/the university and those who simply have “a part-time job” at the UW. It was noted this threshold is almost always unit-dependent, and hard to define universally. A member explained designating which titles have voting rights at an institutional level is a difficult task if those rights are varied at the departmental level. As one way to differentiate, a member noted that the awarding of work benefits are a substantial addition to salary, and this occurs when a faculty member is paid at (at least) 50% time.

Buck noted Column G “50% Lecture + 50% Admin” may not be necessary for inclusion in the grid. There was some discussion of why the column exists, and a question came up of if there is a situation at the UW wherein a person would be competitively-hired to do 50% lecturer and 50% administrative duties. Cameron gave some examples of cases where this type of appointment might exist (e.g. a program director).

There was some discussion of < 50% part-time lecturers. It was noted a record must be kept if a lecturer in this category is hired competitively.

A number of votes were taken for setting > 50% lecturer rights, privileges, and responsibilities (Column E). The column was nearly completed by council members. There was some discussion of if the quarter-to-quarter column needs to be separate from the <50% lecturer column. Eventually, some members agreed that Column I (Non-Competitively Hired) might function better as a row in the grid, than as a column.

#### 5) Good of the order

Nothing was stated for the good of the order.

#### 6) Adjourn

Buck 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, Steve Buck, David Goldstein, Carol Landis, Lea Vaughn, Gordon Watts (chair), Aaron Katz  
**Ex-officio reps:** Judith Henchy, Julian Rees, JoAnne Taricani  
**President’s designee:** Cheryl Cameron

**Absent:**                        **Faculty:** Alissa Ackerman, Joseph Janes, Kurt Johnson, Chandan Reddy  
**Ex-officio reps:** Freddy Mora

#### Exhibits

Exhibit 1 – Copy of 2016-03-10 - Lecturer Matrix\_revisedapproved\_051016