

**UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON FACULTY AFFAIRS**

The Faculty Council on Faculty Affairs met on June 13, 2002, at 9:00 a.m., in 26 Gerberding Hall. Chair Charles Haley presided.

<b>PRESENT:</b>	<i>Professors:</i>	Dzwirek, Graubard, Haley, Kolko, Luchtel, O'Brien, O'Neill, Roberts
	<i>Ex-officio:</i>	Krieger-Brockett, Vaughn
<b>ABSENT:</b>	<i>Professors:</i>	Jacobs-Young, Kirtley, Landis, Riley
	<i>Ex-officio:</i>	Colonnese, Green, Ludwig, Olswang, Rose, Sjøvik,

**Synopsis**

1. Approve agenda
2. Approve minutes
3. Lecturer Subcommittee report
4. Discussion - Ideas for 2002-2003
5. Election Returns - Update on FCFA legislation currently out for vote.

The meeting was called to order at 9:05 a.m.

**Approve Agenda**

The agenda was approved.

**Approve Minutes**

Approval of the minutes was postponed.

**Lecturer Subcommittee report**

The subcommittee is awaiting information from the Provost's office about the consequences of alternative definitions of part-time status, so their work is on hold. The subcommittee still believes that part-time lecturers should be able to vote. Although the SEC voted against this legislation, the vote was very close (5-4-1), and the subcommittee wants to resubmit it in Fall Quarter.

In addition, the subcommittee has found a way to resolve the administrative issues involved in keeping track of voting eligibility for part time lecturers. Departments routinely have a record of "percentage of time worked" by individual, so departments would be able to certify which part-time lecturers meet the voting eligibility criteria. Krieger-Brockett complimented Ia Dubois and Lisa Coutu for the outstanding job they have done with the Lecturer legislation. Both have said they will continue on the subcommittee next year.

**Discussion - Ideas for 2002-2003**

Haley reminded the Council that business got off to a slow start in 2001-2002 due to some transition issues. He would like to jumpstart next year's agenda with a discussion of issues the Council would like to address in AY 2002-2003. General discussion revealed the following issues for 2002-2003:

1. **Vaughn: Electronic Balloting Initiative.** Vaughn will be submitting legislation for an Electronic Initiative for Balloting, so that Faculty Senate legislation and elections can be done online instead of by paper ballot.

2. **Vaughn: Chapter 28 Revision.** Vaughn and Steven Olswang are collaborating on a comprehensive revision of Chapter 28 of the Code; for example, Vaughn will propose "retaliation" as a new ground for

adjudications. This would make retaliation (e.g., for giving testimony in an adjudication or bringing a charge for adjudication) unacceptable, and any transgressions would be a ground for adjudication.

**3. Vaughn: Collective Bargaining Bill.** The Collective Bargaining Bill will become effective in Fall Quarter. There appears to be a difference of opinion shaping up between the administration and the Senate about the appropriate role of the Faculty Senate should an organizing drive begin this fall. The AAUP has a group doing an exploratory study, and some unions may be sending organizers. Also at issue among Senate vice-chairs is the effect a union would have on shared governance. The vice-chairs see a neutral report as their responsibility, and it was mentioned that the Faculty Affairs Council would be the likely group to issue such a report. Kate O'Neill, who will assume Chair duties for FCFA next year, commented that an ad hoc committee for this purpose would be preferable.

**4. O'Neill: Appropriate Dispute Resolution (ADR).** Practices in the Code need to be revised to give a higher priority to alternate methods of resolving disputes. Alan Kirtley (not present) wants to work on this issue, said O'Neill, and is staying on the Council to take it up. Vaughn endorsed this issue, pointing out that there are 3 internally-inconsistent dispute resolution methods in Chapter 25. She wants to add cross-references and, in her Chapter 28 revision, list every place where a dispute resolution method exists.

**5. Vaughn: Definition of Collegiality.** At present, the administration views "collegiality" as an implicit part of the employment contract at the UW - "lack of collegiality" has adversely affected merit in some cases. However, the Code is silent on what collegiality is. Roberts observed that it might be a good idea to define what collegiality means, since it is not now defined. Vaughn said there is a series of court decisions in which tenure can be denied on the grounds of lack of collegiality. If the definition continues to be implicit and is not explicitly defined in the Code, the administration can define collegiality any way they want to, she added. O'Neill agreed the Council should look into remedying this.

**6. Haley: Effects of Budget Cuts.** Problems with teaching loads and cutbacks may surface as the financial problems at the University continue. Council should be alert to faculty inequities and shared governance issues in these areas.

**7. Haley: Council Reorganizations.** The Special Committee on Council Reorganization, chaired by Norm Rose, was instituted to address the proliferation of councils and committees that has arisen from the appointment of special Presidential committees, and to equalize the responsibilities and workloads of the present Faculty Councils and Special Committees. The Committee is going to recommend that Faculty Councils essentially disappear in favor of joint Administration and Faculty Councils, administered by a committee comprised of Council chairs. In many areas that's appropriate, Haley said, because it gets the decision-makers working with faculty instead of bypassing them. The Retirement, Insurance, and Benefits Council, for example, and the Personnel committee both look after issues that affect faculty, staff, and administrators alike - a joint council here makes sense, Haley observed. Duplicate administration and faculty councils also exist in the areas of women and minorities. But a joint council for Faculty Affairs should be looked at carefully, since Faculty Affairs is not oriented toward administrative and staff concerns and there is no comparable administrative council. Vaughn agreed, as did O'Neill, that Faculty Affairs is a special case and may not be a candidate for a joint committee.

Krieger-Brockett pointed out that the proposed joint councils could have the advantage of increased resources that President-appointed committees now enjoy. And because appointments would be cosigned by the President, it might be easier to recruit faculty to serve on joint councils.

Vaughn said that a major Faculty Senate goal of the reorganization would be to preserve the mandates of Chapter 13, delegation of decision-making powers to faculty. Among other things, the Faculty Senate

should retain control of faculty appointments. Krieger-Brockett said that only the principles of the reorganization have been decided upon - the structure has not been determined.

The reorganization, if approved, would not be implemented until fall 2003 at the earliest. The committee will forward its statement of principle to SEC next fall, said Haley, for comment and for direction on implementing the reorganization. There was a question as to whether Kate O'Neill, as the new FCFA chair, may be sitting on the reorganization committee next year.

Vaughn commented that Faculty Councils have been excellent this year, with effective chairs and active members; the Councils are already well-organized for 2002-2003. Part of this success is traceable to the excellent database management provided by Tasha Taylor, Lea's assistant in the Faculty Senate office.

**8. Haley: Emeritus and Senior Faculty.** The Retirement, Insurance, and Benefits Council is proposing an alternative title for Emeritus Faculty that could be used when retired and reemployed faculty apply for research grants. Haley would like FCFA to be involved in this issue and support FCRI's position.

**9. Luchtel: Naming Rights for Buildings and Schools.** Dan Luchtel asked whether anything has been done to formulate a policy on building names - he would not like to see, for example, the School of Public Health renamed "The Philip Morris School of Public Health" by a corporate sponsor. Roberts said this is not as far-fetched as it sounds. Nike has actually donated a huge amount of money at University of Oregon, though U of O has not (to her knowledge) renamed any schools or buildings for Nike. Should Faculty Affairs be involved in drafting a naming policy, or is there another Council that looks after the names of UW buildings and schools? Luchtel firmly believes the UW should have a policy on this.

#### **Other Ideas:**

**Faculty Regent:** If there is a Student Regent, shouldn't there be a Faculty Regent?

**Budget Crisis Question:** Is the current UW budget crisis partially the result of a less-than-effective lobbying and public relations strategy? Should the UW be looking at the Wisconsin and Michigan models for increasing state support for education?

**Vice-Chair for 2002-2003:** O'Neill would like volunteers for a vice-chair to serve during her upcoming turn as Faculty Affairs Council Chair. Council membership will remain relatively stable next year, although Haley, Marilyn Roberts, and Chavonda Jacobs-Young are going off the Council.

#### **Election Returns - Update on FCFA legislation currently out for vote.**

With elections due to close tomorrow, ballot measure 107 (Regular Conferences) and ballot measure 108 (Lecturers) are both passing. However, there are a lot of "No" votes for measure 107. Of special interest is the fact that less than 20% of the faculty typically vote in these elections - in the current election, about 18% of the faculty have voted.

The meeting was adjourned at 10:15 a.m. *Minutes by Linda Fullerton, Recorder.*