

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

The Faculty Council on Faculty Affairs met Thursday, **February 8, 2001** at 9:00 a.m. in 36 Gerberding. Chair Robert Holzworth presided.

PRESENT: Professors Carr, Haley, Holzworth, Hunn, Luchtel, Poznanski, Riley. *Ex officio* *Adman, Fabien, Krieger-Brockett, Roberts, Rose. (*with vote). Guest: Lisa Coutu

ABSENT: (excused) Professors Fox , *Ex officio* Ludwig, O'Brien, Olswang, *Rickerson, Sjøvik.

The minutes from **January 25, 2001** were approved with minor changes.

DISCUSSIONS on two topics were held: **Copyright policy, and Lecturer issues**. [Other than approve the minutes, the only other thing we did of note was a consensus vote on the formation of a joint FCR and FCFA subcommittee to look into Copyright policy changes.

Discussion about Copyright Policy

We held a brief discussion of the ideas presented at the last FCFA meeting by Prof. Mac Parks. Committee members expressed many concerns about the words included in the new policy around the issue of “works for hire”. Some of the concerns expressed included:

- full disclosure needed up front for what to do with electronic media copyright (for example)
- how would revenue sharing work
- the issue is not just about money, but also about rights to publish. If the UW holds copyright it is presumed possible for the administration to keep some material from being published, or at least widely distributed.
- some thought the policy should be very specific, listing all the many exceptions, and should come with a FAQ dialog
- What about works produced while on paid sabbatical? Research quarter?
- Federal law around copyright of electronic media has not kept up the pace compared to copyright of print media, so it was felt we can't depend on federal law to protect our interests in the case of electronic media.

The Council agreed to ask FCR to set up a joint subcommittee to deal with this problem. Brian Fabian volunteered to chair the subcommittee, and Barbara Krieger-Brockett, Kazimierz Poznanski, and Bob Holzworth all volunteered to be on the subcommittee.

Discussion about Lecturer and Senior Lecturer issues:

Chair Holzworth indicated that Linda Chalker-Scott, Chair of Faculty Council on Instructional Quality (FCIQ) has asked FCFA to look into the issues surrounding promotion of Lecturer to Senior lecturer. Therefore, Chair Holzworth invited Dr. Lisa Coutu, a Lecturer (Speech Communications) and member of the FCIQ to give FCFA an update of these issues (as they had already been discussed at length by FCIQ).

Dr. Coutu told us that the code is vague about what criteria should be used when considering promotion from lecturer to senior lecturer and that practices around the UW were highly variable. This was affecting morale of lecturers. For instance, Dr. Coutu reported that the Distinguished Teaching Awards were only given to academic faculty and to Senior Lecturers, and that lecturers could not be nominated for the award.

Some of the facts Dr. Coutu reported included:

- In Autumn 1999 there were 734 lecturers on campus (20% of faculty) of which 366 were 'lecturer track' and 368 were part time lecturers
- Of these employees, 645 lecturers generated 634,000 student contact hours, most were with part time lecturers.
- teaching evaluations by students are just as good for lecturers as for regular faculty:
Student Evaluations for Autumn 1999
 Prof: 3.88
 Asso. 4.0
 Asst. 4.04
 Instructors 3.98
 Lecturers 4.03
- There is a 2-tier perception - namely that lecturers just couldn't get tenure. Dr. Coutu argues that this is certainly not the case for her, and for many she knows.
- money is not the issue worrying lecturers, but rather fairness

Dr. Coutu raised several suggestions for us:

1. There should be better information dissemination, such as the fact that full time lecturers ARE eligible to vote in the Senate. Why are they not included on the ballots?
2. Since only full-time lecturers can vote, some are hired as 98%, making them part time and thus ineligible to vote. Is this fair? No.
3. Change the rules about Distinguished Teaching Awards to include Lecturers
4. Change the Faculty Code to make clear the distinction between Lecturer and Senior Lecturer, and to identify a procedure for advancement to Senior lecturer.

We had a liberal discussion of these issues.

All agreed that it would be much better if, in the future, someone besides Dr. Holzworth took the minutes.

Meeting was adjourned at 10:30a. Respectfully submitted by Prof. Robert H. Holzworth, Chair and chief lackey, both