

University Of Washington
Faculty Council on Faculty Affairs
9:00 a.m. – 10:30 a.m., April 3, 2012
142 Gerberding Hall

Meeting Synopsis:

1. Call to Order and Approval of Agenda
2. Provost Ana Mari Cauce on Openness in Promotion and Tenure
3. Review and Approval of Minutes
4. Legislation update
5. Continued Discussion of Openness in Promotion and Tenure
6. Adjournment

1. Call to Order and Approval of Agenda

The meeting was called to order at 9:00 a.m. by Chair Rich Christie.

2. Provost Ana Mari Cauce on Openness in Promotion and Tenure

Provost Ana Mari Cauce was introduced to the Council. Christie began by reviewing the current state of the Council's work on improving openness in the Promotion and Tenure process.

Cauce thanked the Council for its efforts. Her initial concern was the length of time needed to add on additional steps in the process. After reading an outline of the current revision, her concerns were lessened. Cauce emphasized the importance of honesty and transparency, and does not see a problem with feedback after the Chair's recommendation is annexed to the decision. She noted unease with the fact that more detailed feedback to candidates may put Chairs in difficult positions, especially in small departments. She suggested that Chairs might include their vote with the faculty count, without calling it out in specific form, and that FCFA discuss this with Chairs from small departments, or College Councils. As Chairs step down and become faculty again, maintaining a good working relationship amongst colleagues is essential to uphold. Cauce was also skeptical of candidates' ability to internalize critical feedback and mentioned lack of training for Chairs to deal with personnel issues. She gave an example of the different perceptions of candidates, such as one who required repeated feedback multiple times prior to withdrawing. Councilmembers agreed that chairs are not generally trained in personnel management issues, and suggested that the University provide training to support their role.

Discussion then focused on potential ways to increase openness and the costs of revealing Chairs' identities within decisions. Cauce noted her support for informing candidates of rationale but questioned the fairness of making the Chair's vote visible, while other faculty members are kept anonymous. Steve Buck mentioned his service as Department Chair and on the School of Arts and Sciences College Council, and posed the question of the value of an independent recommendation by the Chair. He suggested a compromise that the Chairs could present the issues which had arisen in discussion rather than providing their recommendation. Cauce did not initially have an opinion on this

suggestion, but encouraged the Council to investigate other institutions' approaches. Secretary of the Faculty Marcia Killien said that some academic units require disclosure by both the Chair and the Dean if they voted with the faculty in a small department. Killien linked the transparency of Chairs' decisions to annual reviews, and emphasized the importance of consistency between annual reviews and the Promotion and Tenure process recommendations.

Debate occurred regarding the role of the Chair and whether or not their role is that of a supervisor. Chairs were characterized as mediators, such as in cases to extend the tenure clock for family reasons where faculty may judge colleagues more harshly, or to discuss negative points in Chair reports not expressed in departmental reports. Cauce noted that should the Dean or Provost not think a candidate has a strong application, they may bring in a Chair to serve as an advocate for the candidates. Another example was given where faculty may vote to deny tenure, however the Chair may send a request to postpone, or abstain from the vote. Within the Faculty Code, a Chair is charged to provide independent analysis, but it was noted that Chairs' recommendations are often the same as that of the faculty. Removing the recommendation could serve to democratize this position, decreasing some of the privilege of the Chair position. Provost Cauce's response was that this may work, however she would have to discuss this with Deans.

Christie noted Cauce's support for Board of Deans' earlier decision and that her concerns regarding communication may suggest written feedback rather than verbal feedback. Debate continued whether new feedback could be relayed to the candidate from the Dean rather than the Chair. Killien noted that consideration of protecting the Chair's position would depend on how willing FCFA is to legislate towards addressing the exception (small departments) rather than the rule (normal sized departments). Cauce emphasized that communication of rationale to candidates would be beneficial to Deans and Provost, and the importance of a Chair's role as a mentor was reiterated in difficult cases.

3. Review and Approval of Minutes

Minutes from the March 6 FCFA meeting were approved with edits.

4. Legislation update

Christie gave a brief update on current legislation which the Council has been involved with.

The Diversity Class A Legislation from FCMA and a Senate task force was removed from the Senate Executive Committee (SEC) agenda so the President's office could obtain a review of the revised working from the Attorney-General's office.

Of the three Class A Legislation sent to the Senate Executive Committee (SEC), wording was changed in two of these. The first change was altering the wording within the "Revisions Related to Delegation of Authority for Select Faculty Appointments," removing the delegation to the chair because of sensitivity to ceding faculty power to the administration. The "Revisions Related to "Without Tenure" Appointment Term Length" language was revised to make the difference between the two options clearer. The third

“Revisions Related to Part Time Lecturer Appointments” was left unchanged. These will be heard at the Faculty Senate meeting in a few weeks.

Council members expressed concern with the revisions to the Delegation of Authority, as the delegation of faculty authority to the chair was often necessary for timely action on short term appointments and the Council considered annual renewal a sufficient safeguard. Christie was directed by the Council to inform the Faculty Senate leadership of the Council’s disappointment with the change, and the attendant discussion in the SEC.

5. Adjournment

Chair Christie adjourned the meeting at 10:25 a.m.

Minutes by Jay Freistadt, Faculty Council Support Analyst, jayf@u.washington.edu

Present: **Faculty:** Christie (Chair), Vaughn, Landis, O’Brien, Ricker, Buck, Huber
 President’s Designee: Cameron
 Ex-Officio Reps: Sukol, Anderson, David
 Guests: Marcia Killien, Ana Mari Cauce

Absent: **Faculty:** Bryant-Bertail