

University Of Washington
Faculty Council on Faculty Affairs
9:00 a.m. – 10:30 a.m., May 15, 2012
142 Gerberding Hall

Meeting Synopsis:

1. Call to Order and Approval of Agenda
2. Review and Approval of minutes from last two meetings
3. Without Tenure legislation reconsideration
4. Continued discussion of openness in promotion and tenure
5. Adjournment

1. Call to Order and Approval of Agenda

The meeting was called to order at 9:03 a.m. by Chair Rich Christie.

2. Review and Approval of minutes from last two meetings

Minutes from the April 17rd and May 1st FCFA meetings were approved without corrections.

3. Without Tenure legislation reconsideration

A brief update on current Faculty Senate Legislation was provided by Christie. The Contributions to Diversity Legislation and two pieces of legislation which FCFA had brought to the Faculty Senate, the Delegation of Affiliates for Select Faculty Appointments, and Multi-Year Part Time Lecturer Appointments, will go to the Faculty Senate for their second consideration on Thursday the 17th. The proposed Class A Legislation on Revisions Related to “Without Tenure” Appointment Term Length, the legislation was returned to FCFA from the Faculty Senate during the April 19th meeting, after one senator voiced his negative experiences as a without tenure faculty member, leading to a negative trend in discussion. Cheryl Cameron suggested possible alternative language to address concerns expressed in the Faculty Senate.

Debate followed whether more explanation could help this legislation gain support or if it was referred back to FCFA due to concerns of growing the number of non-tenure faculty at UW. It may be helpful to emphasize that without tenure appointments still require a tenure decision, and this category consists of a small number of faculty which is unlikely to grow as these are not attractive offers. Three themes are coming forth from the Faculty. One is concern of a deliberate or unconscious move to reduce the number of tenure track faculty at UW. Second is need for clarity in voting abilities between faculty superior in rank and seniority in service, as well as clinical and affiliate faculty, in promotion or appointment of junior tenure track faculty. Third was confusion on the requirement of competitive searches for appointments of lecturers in multi-year appointments. Concerns were expressed on the effect of different definitions of such ranks within departments, and the difficulty to address these differences in the *Faculty Code*.

Cameron suggested revisions to the legislation. To address concerns of adjusting initial appointments for consistency, she suggested changing [Chapter 25-32 Subsection C.4](#) by removing the word “initial” from “Any initial appointment specified to be without tenure, or.” Another alteration was suggested in [Chapter 25-32 Subsection D](#) to “Appointments to the rank of associate professor or full professor “without tenure,” as specified in Subsection C.4 above, are limited to not more than three or six years.” Cameron then added new wording to follow this language, and Christie provided a revised version:

“The appointment may be made in as either a single three year term, or a three year term with option for renewal for an additional three year(s). In the case of a single three year term, a decision on tenure must be made in the second year of the appointment. In the case of the three year term with option for renewal, a renewal decision must be made in the second year of appointment. In the case of the three year term with option for renewal, a renewal decision must be made in the second year of appointment consistent with the provisions outlined for assistant professors in [Section 24.41A](#). A tenure decision must be made not later than the sixth year of the appointment.”

This wording emphasizes the fact that this is still a tenure process. Council members discussed why the decision of either 3 or 6 years needed to be made at the initial appointment, which was attributed to the importance of providing expectations to candidates. Different categories of without tenure faculty was noted to be confusing, due to funding or otherwise.

Debate followed on when the decision of tenure would be made. Language on the terminal year within the *Faculty Code* is within Chapter 24.41 Subsection A. A terminal year is required to be “built in” and thus a tenure decision is required at the 2nd year within a three year appointment. The proposed language would require a tenure decision at the 6th year for renewed without tenure faculty, suggesting that should a WOT candidate be denied tenure during their sixth year, they would be granted a seventh terminal year to maintain consistency with other practice. Relevant existing language is present in [Chapter 25.41 Subsection B](#):

“Not later than the end of the academic year prior to that in which an assistant professor would acquire tenure under the provisions of [Section 25-32, Subsection A.2](#), or in which the appointment of an associate professor or a full professor without tenure would end under [Section 25-32, Subsection D](#), or in which a review for tenure is required pursuant to Section 25-45, Subsection D, a decision shall be made in the following manner.”

For consistency with this language, the tenure decision would need to be made by the end of the 5th year in the case of a faculty member with a two three-year term appointment. Concern was raised in adding similar language, as duplicating this may be dangerous. Christie suggested removal of language on the tenure decision from proposed legislation. Not making a tenure decision before the appropriate moment may automatically award such faculty tenure. Cameron expressed concern of removing such language or adding language for a fifth year tenure decision would cause process problems across the academic units. Christie noted that due to the many issues with this language and revisions, it would be best to reconsider such language.

A broader discussion of academic ranks in order to address this problem with providing adequate time was suggested, rather than simply altering the code. Steve Buck requested to have the Council discuss this with departments that desire such appointments and Cameron noted that Matt O'Donnell could be invited to discuss this, as he was a proponent of this category.

4. Continued discussion of openness in promotion and tenure

Following the discussion of openness in promotion and tenure during the last FCFA meeting, Christie surveyed Chairs in departments with less than 10 voting faculty members. Of the 23 chairs contacted, 17 responses were received and 12 of these responses expressed support for further openness on promotion and tenure. Four "other" responses were characterized as preferring to not disclose their recommendation to the candidates. One long email response described a particularly negative experience in disclosing recommendations to candidates, and suggested training for Chairs.

This survey indicated overall support from such Chairs in providing their recommendations within the promotion and tenure process to candidates. Language for increased openness may enjoy greater support from Chairs in small departments than had been characterized in previous conversations. Curiosity was expressed if any trends were apparent for Chairs' preferences in particular departments, which Christie was unsure. Christie suggested once the Council defines such language on additional openness, it should obtain further comment from the Board of Deans.

The last meeting had much consideration on the double-voting, Christie suggested focusing gaining openness at both the Chair and Dean levels of decision-making. He requested any second thoughts on this strategic direction. There was consensus to proceed along those lines. As little time was left for discussion of the language, Christie adjourned the meeting in order to save the language changes for the next meeting.

5. Adjournment

Chair Christie adjourned the meeting at 10:17 a.m.

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

Present: **Faculty:** Christie (Chair), Landis, O'Brien, Buck, Ricker, Bryant-Bertail
 President's Designee: Cameron
 Ex-Officio Reps: David
 Guests: Marcia Killien, Gail Stygall

Absent: **Faculty:** Vaughn, Huber
 Ex-Officio Reps: Anderson, Sukol