

University Of Washington  
Faculty Council on Faculty Affairs  
9:00 a.m. – 10:30 a.m., November 6, 2012  
142 Gerberding Hall

**Meeting Synopsis:**

1. Call to Order and Approval of the Agenda
  2. Approval of minutes from October 23<sup>rd</sup>, 2012
  3. Continuation of last years' items:
    - a. Next steps for Openness in the Promotion and Tenure Process
    - b. Remaining revisions for Without Tenure legislation
  4. Discussion regarding Executive Order 45
  5. Adjourn
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**1. Call to Order and Approval of Agenda**

The meeting was called to order at 9:09 a.m. by Chair Gail Stygall.

**2. Approval of minutes from October 23<sup>rd</sup>, 2012**

Minutes from the October 23<sup>rd</sup> FCFA meeting were deferred due to lack of quorum.

**3. Continuation of last years' items:**

- a. Next steps for Openness in the Promotion and Tenure Process

This item was deferred for the next FCFA meeting.

- b. Remaining revisions for Without Tenure legislation

The Council discussed the Without Tenure Legislation, which returned to FCFA following the April 2012 Faculty Senate meeting. As requested by the council, Cheryl Cameron, Vice Provost for Academic Personnel, presented revisions to this legislation for consideration by this council, and she gave a brief explanation of these.

Within the [Faculty Code §25-32](#)

- Section B: Language was added to acknowledge that approved extensions to the probationary period may extend the timeframe before tenure is awarded.
- Section B: The council was encouraged to consider whether the following provision is desirable: "Only under exceptional circumstances may a faculty member with the rank of assistant professor be recommended for tenure without promotion." There was discussion noting that the promotional opportunities in the lecturer track may have eliminated the need for this provision. There currently are no faculty members at the rank of assistant professor with tenure.
- Section C 4 was added include teaching associate appointments, for consistency
- Section C 10 may no longer be required due to *Faculty Code § 24-40*, which specifies provisions for all Without Tenure faculty

Cameron noted that these revisions were to address issues considered over last year, for consistency and to clearly spell out the council's intent that the final year of the second, three year appointment was the terminal year of appointment, if tenure is not awarded.

Within the [Faculty Code §25-41](#), which also requires changes, describes the granting of tenure:

- Section B: The suggestion was made to change “assistant professor” to “faculty member” “be granted or denied tenure shall be sent to the dean of the school or college.
- Section B: Specify a majority vote of “eligible professors,” rather than just “professors”
- Section B: *Faculty Code* § “25-45” does not exist, should be § 24-45

Within the [Faculty Code §24-57](#), also changes were suggested to:

- Sections A and C: A change was suggested to specify ranks of “... and associate and full professors “without tenure”...”, adding quotations, for annual meetings, to distinguish from without tenure by reason of funding.

Councilmembers considered these revisions to meet past concerns and capture the approach intended by the Council. Changes would be presented at the next FCFA meeting to be formally voted on.

#### **4. Discussion regarding Executive Order 45**

Cheryl Cameron proceeded to the topic of potential revisions to [Executive Order 45](#), which arose as last year the Council expressed a need to address collegiality, but not through changing the *Faculty Code*. She had met with Lea Vaughn to discuss options for revisions, and requested FCFA’s opinion prior to making changes. Pursuant to the suggestion of last year’s Chair Rich Christie, Cameron proposed to add “qualifications” to the title “Documentation of Qualifications and Recommendations for Promotion, Tenure and Merit Increases,” to clarify the role of this language.

Within Sections 1 and 2 (on Teaching and Research), three revisions were mentioned:

- Section 1
  - o Inclusion of Bothell and Tacoma campuses: Chancellors, program directors, campuses
  - o Change of “teacher” to “faculty member” to match the tone of the *Faculty Code*
- Section 2
  - o Encouragement of “sustainable” research, specifying collaboration in research

On this last point, concerns were expressed on a) the specific wording of sustainability, and b) that “balance” between independence and collaboration would suggest having both of these elements. Regarding the wording of sustainability, Councilmembers suggested language to specify external support only in cases as needed, but that faculty members should overall achieve the list of qualifications, using the phrasing: “success, as applicable, in external support” and “potential for continued success in scholarly attainments.” To address allowing either working wholly individually or in cooperation, language was suggested as: “an appropriate level of independence and/or collaboration.”

Within Section 3 on Service, the only changes were from “staff” to “faculty” to update *Faculty Code* language, and allowing for international contributions of faculty’s service.

Section 4, on Other Considerations, revisions were proposed to address the issue of collegiality:

- Department was changed to “academic unit,” as a housekeeping change

- “Does a given candidate demonstrate high standards of professional integrity, a commitment to civil discourse, and the sharing of academic and administrative duties sufficient to contribute to the achievement of the academic unit’s goals?”

Concerns were raised on lack of clarity of the “civil discourse” wording, due to some frank discussion which could be perceived not to be “civil discourse” and the broadness of the word “discourse.” Cameron described her approach to be less focused on the content and more on the delivery, which led to suggestions to focus on having a goal of being productive, however questions on there would be a list of such restricted behaviors or whether there could be unintended consequences. Another suggestion was to separate the duties between administrative and teaching functions.

The need for this language has been seen at the Provost’s level within the promotion, merit-review, and re-appointment contexts. Such language is occasionally included in the bylaws of some academic units. The suggestion was made to define professional behavior, but not add statements beyond professional interactions. From these comments, the following phrase was drafted:

- “Does a given candidate demonstrate high standards of professional integrity and conduct and the sharing of academic and administrative duties sufficient to contribute to the achievement of the academic unit’s goals?”

Discussion followed on the process of approval of Executive Orders. It was suggested to bring revised language to the Council when there is quorum. Cameron will update this language and provide it to the Council. After a summary of the changes, FCFA will vote on this language at the next meeting.

## 5. Adjournment

Chair Stygall adjourned the meeting at 10:20 a.m.

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*Minutes by Jay Freistadt, Faculty Council Support Analyst, [jayf@u.washington.edu](mailto:jayf@u.washington.edu)*

**Present:**           **Faculty:** Stygall (Chair), Buck, Ricker, Johnson  
                          **President’s Designee:** Cameron  
                          **Ex-Officio Reps:** Henchy

**Absent:**           **Faculty:** Vaughn, O’Brien, Huber, Watts, Landis  
                          **Ex-Officio Reps:** Sukol