

University of Washington  
Faculty Council on Faculty Affairs  
February 4, 2014, 9:30 am – 11:00 am  
Gerberding 142

**Meeting Synopsis:**

1. Call to Order
  2. Rescheduling Meeting with Provost
  3. Review of the Minutes from January 21, 2014
  4. Adjourn
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**1) Call to Order**

The meeting was started by acting Chair Buck at 9:30 am. Due to lack of quorum the council was not able to take official actions.

**2) Rescheduling Meeting with Provost**

The group reviewed the reasons for the original invitation to Provost Cauce to meet with FCFA. We reaffirmed strong interest in fostering communications from the Provost, which all present find extremely valuable, and in talking with the Provost about how best to structure those communications, given the limited audience of the AAUP listserv and possible constraints on discussion of sensitive issues. It appeared that postponing this meeting to Spring Quarter (rather than during Final Week) might be preferable. Buck will speak with Watts and Marcia Killien (Secretary of the Faculty) to discuss this further.

**3) Review of the Minutes from January 21, 2014**

The minutes from January 21, 2014 were not approved due to lack of quorum. Buck had several questions about content in the minutes and requested clarification on several of the issues.

Regarding the minutes of the PoP discussion from the last meeting a comment was raised that there are examples in which outside individuals from industry enter institutions resulting from pressure by donors and political entities to appoint certain individuals so that the descriptor “external” might be a more accurate representation of the original discussion. A follow-up question was asked regarding who at UW is requesting this new job classification – Is it primarily from a single unit such as the associate professor and professor tenure track? There has been a broader interest expressed in the Professor of Practice appointment track. The intent is not for the position to be tied to career advancement. Additionally, the hiring unit may not want a long term commitment from the individual. This position would allow for the flexibility to bring in an individual that can improve the department at many different levels.

While the intent is to maintain a limited number of PoP appointments, there have been examples in which departments hire many of these individuals. For example, the University of Michigan Law School has a large number of PoP appointments. In terms of long-term sustainability it is likely the school hired

a large number of PoP appointments to maximize scarce resources. Additionally, PoP appointments could be hired to attract students to certain programs.

Discussion moved to listing PoP alongside Principal Lecturers (PL). PLs have a real commitment to instruction and their role is tied to training other lecturers, a trait which PoP appointments might not have. The council will address this issue at a future meeting because it also relates to voting rights.

A question was raised asking how the proposal will protect faculty members against unwanted PoP appointments. Additionally, the question asked if there is anything else that faculty need to be worried about. The use of “distinguished appointment” is meant to clarify this is not an everyday appointment. Rather, the position is intended to be a special appointment that recognizes the distinguished work that the individual can bring to the university. Drafting the language has been difficult because departments conceptualize “distinguished” differently and this proposal allows for the diverse variations that exist within schools, colleges and campuses. In response to concerns about the potential of PoP appointments not supported by the faculty, it was pointed out that the appointment process would be the code prescribed procedure for new faculty appointments.

The discussion then moved to considering budgetary aspects of these appointments.. Generally, funding will come from the individual unit if the hiring is determined to be a fundamental priority. Concern was raised that this takes away from available funds. A comment was raised that this may seem like an endowed position. If the PoP appointment is used like an endowed position to supplement meager departmental funds then this would be an example of eroding tenure at UW. Similarly, concern was raised expressing discomfort in allowing outsiders to make decisions on faculty hiring at UW.

#### **4) Adjourn**

The meeting was adjourned by acting Chair Buck at 10:30 a.m.

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*Minutes by Grayson Court, Faculty Council Support Analyst, gcourt@uw.edu*

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

**Absent:**           **Faculty:** Adam, Janes, Landis, O’Brien, Watts  
**Ex-Officio Reps:** Zanotto