Meeting Synopsis

1. Call to order
2. Review of the minutes from March 12, 2019
3. Subcommittee reports:
   - Non-departmentalized tenure & promotion process (Jack Lee)
   - EFC code changes (Jack Lee)
4. Proposed Class C Legislation on part-time lecturers (Dan Jacoby, Jim Gregory, Aaron Katz) (see attachment)
5. Teaching Professor track (Jack Lee) (four attachments)
6. Good of the order
7. Adjourn

1. Call to order

The meeting was called to order at 11:00 a.m.

2. Review of the minutes from March 12, 2019

The minutes from March 12, 2019 were approved as written.

3. Subcommittee reports:
   - Non-departmentalized tenure & promotion process (Jack Lee)
     The EFCs at the non-departmentalized colleges have not responded to the council’s letter. Lee, the chair, will reach out to them.
   - EFC code changes (Jack Lee)
     The chair shared that the SEC accepted the additional changes to the proposed Class A legislation (Exhibit 1). However, the College of Arts and Sciences has strong objections to excluding chairs from the EFC. They will present their objection at the next Faculty Senate meeting. The chair proposed adding a provision ("grandfather clause") that would temporarily exempt current chairs serving on an EFC from the code changes and allow them to serve the remainder of their term. The council voted in support of this provision.

4. Proposed Class C Legislation on part-time lecturers (Dan Jacoby, Jim Gregory, Aaron Katz) (see attachment)

The chair shared a draft Class C resolution (Exhibit 2). The council reviewed and discussed the current draft. A member questioned the implication that open searches increase diverse hiring. Members
commented that competitive searches, in their experiences, are more likely to find more diverse candidates. The chair noted that there is not enough information to determine what problems or solutions exist.

The council revised the document. The council voted to send the Class C resolution to the Faculty Senate for consideration.

5. Teaching Professor track (Jack Lee) (four attachments)

The chair proposed that the council should reach out to faculty members (AAUP), the Board of Deans, and the Elected Faculty Councils before the council drafts a proposal. The chair asked the council if they wanted to proceed down this path. Some members expressed concern that making these changes may unintentionally erode tenure track positions.

A member asked if this issue could be brought forth to the Faculty Senate as a discussion item. The chair will begin conversations with the groups listed above. Purnima Dhavan and Aaron Katz volunteered (as time permits) to help the chair with these conversations. The chair will also, if there is time, bring up the proposal as a discussion item at the next Faculty Senate meeting.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting was adjourned at 12:30 p.m.

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Minutes by Lauren Hatchett, lehatch@uw.edu, council analyst

Present: 

Facult y: Jack Lee (chair), Steve Buck, Aaron Katz, Purnima Dhavan, Jacob Vigdor, Kamran Nemati, Dan Jacoby, Tom Hazlet, James Gregory, Mary Pat Wenderoth, Lauren Montgomery, Dawn Lehman, Margaret Adam
President’s designee: Cheryl Cameron
Ex-officio reps: N/A
Guests: Mike Townsend

Absent:

Facult y: Joseph Janes, Mičeál Vaughan
Ex-officio reps: Judith Henchy, Bryan Crockett, JoAnn Taricani, Padmaja Vrudhula

Exhibits

Exhibit 1 – FCFA Class A Legislation EFC.docx
Exhibit 2 – Class C 3.26.19 JL Revised 04.02.19
Legislation proposing changes to Faculty Code, Chapter 23 Colleges, Schools, and Departments

Introduction

The Faculty Council on Faculty Affairs voted on January 29, 2019, to forward proposed Class A legislation to the Senate Executive Committee and Faculty Senate for consideration. The motion was approved by a majority of voting members.

Rationale

In response to a request from the Senate Executive Committee, the Advisory Committee on Faculty Code and Regulations (ACFCR) conducted a review of the Faculty Code and the bylaws of the University’s 27 campuses, colleges, and schools concerning the composition of elected faculty councils. Specifically, the request noted “… it is critical that the composition of Elected Faculty councils are elected faculty only” in conformance with the intent of Section 23-45 of the Code, which is that “the faculty of each campus, college, or school … shall determine its own organization…” [italics added]

In its resulting March 6, 2018 report, ACFCR found:

- The Faculty Code does not explicitly bar administrators from EFC membership;
- The Faculty Code does not explicitly require EFC members be elected by the voting faculty; and
- The bylaws of some units are inconsistent with Section 23-45 or its intent, allowing administrators to nominate or appoint EFC members or to be voting members themselves.

The following proposed changes to Section 23-45 aim to clarify that only voting faculty may be voting members of EFCs and that administrators should not have a formal role in nominating or electing EFC members.

Section 23-45  Campus, College, and School Faculties: Authority to Determine Organization and Procedure

A. Subject to the provisions of Section 23-46, the faculty of each campus, college, or school other than the Graduate School shall determine its own organization and rules of procedure except as stipulated in Subsections B and C of this section. The organization and rules of procedure of a department may be determined by the department faculty, but shall be subject to review by the appropriate campus, school, or college faculty.

B. The University of Washington Bothell and the University of Washington Tacoma shall each have an elected faculty council or councils that shall advise their respective chancellors on matters affecting the general welfare of their respective campuses, matters of faculty promotion and tenure, and on matters involving academic policy, including priorities, resource and salary allocation, and budgets. In accord with Subsection A, the faculty of each campus shall determine for itself the organization and structure of its council or councils and the procedure by which the members are elected, subject to the provisions of Subsection D below.

C. Each school or college shall have an elected faculty council or councils which shall advise the dean on matters of faculty promotion and tenure, and advise the dean on matters involving academic policy, including priorities, resource and salary allocation, and budgets. In accord with Subsection A, the faculty of each school or college shall determine for itself the organization and structure of its council or councils and the procedure by which the members are elected, subject to the provisions of Subsection D below.

D. Every elected faculty council of a campus, school, or college shall be subject to the following provisions.
1. Voting members of elected faculty councils are voting members of the faculty, elected by the voting faculty of their respective units;

2. Chancellors, vice chancellors, deans, associate deans, and directors or chairs of departments may not appoint, propose, or elect members to elected faculty councils;

3. Chancellors, vice chancellors, deans, associate deans, and directors or chairs of departments may not be voting members of their respective elected faculty councils, but they may be non-voting ex-officio members.

4. The chair of each elected faculty council shall be a voting member of the council, and shall set the agendas and preside over meetings.

DE. The Advisory Committee on Faculty Code and Regulations shall review each campus's, college's, or school's procedure to assure that the councils are established in conformity with the provisions of this section.

EF. The Graduate School shall determine its own organization and rules of procedure. It may directly control its affairs or may delegate to a council, executive committee, or other committees any of its powers, provided that such council or committees shall be representative of the various fields of graduate study.

Approved by:
Senate Executive Committee
April 1, 2019
Whereas the faculty of the University has a responsibility to formulate regulations for faculty appointment, tenure, and promotion;

Whereas the University is committed to complying with the Equal Opportunity Act and to hiring a diverse faculty as a way of promoting excellent scholarship and education;

Whereas the Senate supports open searches for part-time and full-time faculty positions as standard practice, recognizing that under very limited circumstances (such as emergency replacements or disability or family leave or affiliate appointments) units may need to hire faculty without an open search;

Whereas the hiring of lecturers without an open search violates the spirit of the Equal Opportunity law and is contrary to the principles of academic freedom as elaborated by the AAUP to which the University of Washington is committed; and

Whereas there are indications that some units have relied too heavily upon this hiring procedure with the consequence that UW now has a significant number of lecturers who may legitimately be called “permatemps”; now, therefore, be it

Whereas the Faculty Council on Faculty Affairs is charged with making such changes to the Faculty Code as are necessary to support these goals but needs adequate data; now, therefore, be it

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RESOLVED, that the Faculty Senate calls on the Provost’s Office to support the collection of information sufficient to develop a clear understanding of hiring practices for part-time lecturers, and to work with the Faculty Senate leadership to determine what information is needed to develop this understanding.