

**University of Washington**  
**Faculty Council on Faculty Affairs**  
April 16, 2019  
11:00 a.m. – 12:30 p.m.  
Odegaard Undergraduate Library 320

**Meeting Synopsis**

1. Call to order
  2. Equity and inclusion subcommittee (Purnima Dhavan, Robin Angotti, Brenda Williams)
  3. Review of the minutes from April 2, 2019
  4. Subcommittee reports:
    - Non-departmentalized tenure & promotion process (Jack Lee)
    - EFC code changes (Jack Lee)
    - Proposed Class C legislation on part-time lecturers (see attachment)
    - Teaching Professor track (Jack Lee) (see attachment)
  5. Good of the order
  6. Adjourn
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**1. Call to order**

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

**2. Equity and inclusion subcommittee (Purnima Dhavan, Robin Angotti, Brenda Williams)**

Purnima Dhavan introduced Robin Angotti, Faculty Council on Women in Academia (FCWA) Chair, and Brenda Williams, Faculty Council on Multicultural Affairs (FCMA) Chair. Angotti shared that her council is looking into service loads that faculty members take on at the University. Angotti shared data that she pulled as well as data from the BI portal.

Angotti and Williams discussed a need for more data (across the campuses) and that an updated report, addressing these issues, may be beneficial. Williams noted that while she and the FCMA are supportive of these efforts, but she and the FCMA are constrained and may not be able to take on the full responsibility. Lee, the chair, responded that this data gathering project might be combined with the one called for in the Class C resolution being sent to the Senate.

The chair asked if there were other issues that should be addressed beyond service commitments. Chad Allen, Associate Vice Provost for Faculty Advancement, has stated that there may be a lack of transparency in regards to promotion and tenure criteria.

A member asked how altruistic behavior might be quantified and if the breakdown for faculty members of color is as dramatic as the breakdown between male and female faculty members. Dhavan commented that anecdotally the service burden is greater for faculty members of color

A member suggested that a culture change may need to take place for deans and department chairs who make these decisions. A member recommended that existing groups on campus (e.g. Advance)

could provide trainings. A member asked if these trainings were required or optional. The member continued to state that trainings would only be effective if they are required.

### **3. Review of the minutes from April 2, 2019**

The minutes from April 2, 2019 were approved as written.

### **4. Subcommittee reports:**

- **Non-departmentalized tenure & promotion process (Jack Lee)**

The chair shared that the EFCs of the non-departmentalized colleges will respond to the council by May 14.

- **EFC code changes (Jack Lee)**

The chair will introduce the amendment approved by FCFA at the next Faculty Senate meeting (April 18). The chair notified the College of Arts and Sciences Elected Faculty Council of the council's amendment, and they will not object at the Faculty Senate meeting.

- **Proposed Class C legislation on part-time lecturers (see attachment)**

The chair shared an updated version of the Class C resolution (Exhibit 1). He will introduce this at the next Faculty Senate meeting for consideration.

- **Teaching Professor track (Jack Lee) (see attachment)**

The chair wrote to the AAUP faculty list server in regards to the Teaching Professor track proposal (Exhibit 2). He received a few comments with from faculty members who expressed support for the proposal. The chair will bring up this note at the Faculty Senate meeting as a discussion item. A member suggested that the Faculty Senate leadership should be consulted before sending the note to all faculty members. Another member recommended that the council take a more targeted approach and instead communicate with the EFCs first or at faculty meetings. Members discussed which approach to take.

The chair asked the council to provide feedback as the proposal moves forward. A member suggested that the council reach out to peer institutions who are considering this change and institutions that have enacted the change. The Faculty Senate leadership will add this discussion item to the next PAC 12 meeting.

The council discussed possible feedback they may receive if the proposal includes enhanced job security for teaching faculty (extended contract length). Members also discussed using the language "undermining of tenure" and that other language could be used to be more specific to the root issue of the reduced number of tenure positions. The chair requested that council to provide suggested language/edits to the AAUP note. The chair also noted that a proposal with elements for enhanced job security may be an easier lift after the title changes are approved.

Additionally, a member shared data compiled by Academic Personnel which shows the number of lecturers at the University (Exhibit 3).

## 5. Good of the order

A member updated the council that the Faculty Council on University Libraries has discussed the Libraries' upcoming negotiations with Elsevier, and that they are writing a Class C resolution.

## 6. Adjourn

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

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

**Present:** **Faculty:** Jack Lee (chair), Steve Buck, Aaron Katz, Purnima Dhavan, Jacob Vigdor, Kamran Nemati, Dan Jacoby, Tom Hazlet, James Gregory, Mary Pat Wenderoth, Lauren Montgomery, Margaret Adam, Míceál Vaughan  
**President's designee:** Cheryl Cameron  
**Ex-officio reps:** Judith Henchy, Bryan Crockett  
**Guests:** Mike Townsend, Brenda Williams, Robin Angotti

**Absent:** **Faculty:** Joseph Janes, Dawn Lehman,  
**Ex-officio reps:** JoAnn Taricani, Padmaja Vrudhula

### Exhibits

Exhibit 1 – Class C 4.8.19.docx

Exhibit 2 – Teaching Prof Proposal note to AAUP list.docx

Exhibit 3 – Profile of University of Washington Lecturer Titles.pdf