Meeting Synopsis:

1. Call to order
2. Review of the minutes from March 10, 2020 (attachment)
3. Announcements
4. More detail on the proposed new procedures for corrective action and discipline (Zoe Barsness and Amanda Paye)
5. Possible framework for part-time lecturers
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 10, 2020 (attachment)
The minutes were approved as written.

3. Announcements
Chair Lee announced that the Class A legislation on teaching professors was approved by the faculty. The next step in the process is for the President to approve and then it will be final.

The March 30 Senate Executive Committee meeting and the April 16 Faculty Senate meeting were canceled due to issues with the Open Meetings Act during the stay at home order from the Governor. There may be special Senate meetings during the Spring Quarter, so the Class A legislation on promotions that FCFA approved at its last meeting may still be heard this year. The special Senate meetings will depend on the when the stay at home order is lifted by the Governor.

4. More detail on the proposed new procedures for corrective action and discipline (Zoe Barsness and Amanda Paye)
Zoe Barsness presented the proposed new procedures for corrective action and discipline (Exhibit 1).

The council asked several questions.

The faculty administrator does the initial intake and assessment of the allegation. The faculty administrator would escalate to a brief proceeding if the discipline is more than a reprimand. There were concerns that this process is subjective and may give too much power to the faculty administrator. It is important to have a set of criteria that everyone understands in order to remove the subjectivity of the faculty administrator's decision. The proposed process does provide more protections for the faculty than the current process. Criteria for decisions by the faculty administrator might be better located in guidelines for chairs rather than the Faculty Code.
5. Possible framework for part-time lecturers

Chair Lee introduced a possible framework for part-time lecturers developed by the subcommittee - Chair Lee, Dan Jacoby, and Aaron Katz (Exhibit 2).

There needs to be some clarity in affiliate appointments. Principle employment is supposed to be outside of the university for affiliate appointments, but it is possible that someone could lose their position outside of the university and then their affiliate appointment would be their primary position. Affiliates are currently not viewed as employees of the university, which means that any legislation around that title needs to be carefully done. There is a risk of blurring the lines of who has an affiliate appointment and making it something that it is not intended to be.

There should be a category for people hired without a search and whose principle employment is not at UW. This category would encompass a wide range of people and affiliate may not be the best appointment for them. The Acting title could be used.

Security of income is also a priority for part-time lecturers that should be addressed. Part-time lecturers may have a consistent schedule for a number of years and then their hours get reduced and they unexpectedly make less money.

The council will continue to discuss the framework for part-time lecturers.

6. Good of the order

Nothing was stated.

7. Adjourn

The meeting adjourned at 12:31 p.m.

Minutes by Jordan Smith, jjsmith4@uw.edu, assistant to the chair

Present: Faculty Code Section 21-61 A: Jack Lee (chair), Jeremy Davis, Megan Callow, Tom Hazlet, Dan Jacoby, Jacob Vigdor, Teresa Ward, Aaron Katz, James Gregory

Faculty Code Section 21-61 B: Aileen Trilles, Mícheál Vaughan, Sam Akeyo, Cass Hartnett

President's designee: Cheryl Cameron

Guests: Mike Townsend, Zoe Barsness, Amanda Paye

Absent: Faculty Code Section 21-61 A: Dawn Lehman, Mary Pat Wenderoth

Faculty Code Section 21-61 B: Jennette Kachmar

Exhibits

Exhibit 1 – Misconduct for FCFA
Exhibit 2 – Lecturer Framework
Proposed Models for Addressing Faculty Misconduct

Faculty Senate Task Force on Faculty Discipline and Dispute Resolution

Faculty Council on Faculty Affairs
March 31, 2020

CURRENT STATE - UNIT LEVEL

Sanctions include
- Up to one quarter suspension w/ out pay

PROPOSED MODEL - UNIT LEVEL

Example of Minor Sanction
- Reprimand
Exhibit 1

CURRENT STATE - INSTITUTIONAL LEVEL

Faculty administrator conducts intake and assessment of allegation

Sufficiently serious to warrant charges?

Yes

Comprehensive Adjudication

Sanctions include
- More than a one-quarter suspension without pay
- Dismissal

No

PROPOSED MODEL - INSTITUTIONAL LEVEL

Faculty administrator conducts intake and assessment of allegation

Intake and assessment at unit level?

Yes

Brief Proceeding

Examples of Moderate Sanctions
- Indefinite for prospective benefit for a stated period (e.g., not eligible for administrative appointment or sabbatical for a stated period)

No

Initiate full proceeding

Examples of Major Sanctions
- Suspension without pay
- Dismissal

Reasons include if evidence indicates major sanctions may be warranted

Full Proceeding

PROPOSED MODEL

Faculty administrator conducts intake and assessment of allegation

Appropriate to address at unit level?

Yes

Corrective Action

Minor Sanctions

- Retain
- Amend
- Withdraw

No

Brief Proceeding

Moderate Sanctions

- Affirm
- Alter sanction (e.g., moderate)
- Remand to investigator
- Initiate full proceeding

Written notice to faculty member

Written outcome by faculty administrator

Faculty member responds or appeals?

Next-level administrator reviews

Initiate full proceeding

Major Sanctions

- Affirm
- Reverse
- Remand to hearing panel

Written outcome by faculty panel

Hearing by faculty panel

Full Proceeding

Proposed Model

- Enhanced range of sanctions better aligned with the seriousness of the misconduct
- Process aligned with potential sanction
- Transparency, clarity, and navigability improved

Full Proceeding
Part-Time and Temporary Lecturers: A Proposed Framework

Future State:

1. **Lecturer:** There should be only one Lecturer title in the code, with the following characteristics:
   - Nonvoting
   - Not eligible for promotion
   - Can be part-time or full-time, on a quarterly, annual, or multi-year contract
   - What should the maximum contract length be? 3 years? Or 5?
   - Comes with benefits only if 50% FTE or more

2. **Interim Lecturer:** There should be a provision for hiring a lecturer without a search when needed to fill an unforeseen teaching need. Decision points:
   - Should this be a separate title in the code, like Interim Lecturer, or just a temporary status within the Lecturer rank requiring a search waiver?
   - Contract can be part-time or full-time, quarterly or annual (but not multi-year).
   - Require the chair to provide a written justification to the dean & provost why the teaching need cannot be filled by current Lecturers or other faculty?
   - When does the search requirement kick in? Either (a) at the end of one contract period (with extensions requiring a waiver), or (b) any number of contracts, but not to extend beyond 12 months after date of first hire.

3. **Possibility of moving up:** Once a Lecturer has been hired by a department for all or parts of N years (where N is 3? or 5? or 6?), the department should be required either to offer the person an opportunity to apply for a professorial position (at 50% or more, subject to a national search), or to provide to the candidate, the dean, and the provost with a written justification why such an opportunity is not feasible.

4. **Affiliates:** We should make changes to the Affiliate title as necessary to allow anyone who has principal employment outside the university to be appointed and renewed without a search to an Affiliate position. Some possible changes:
   - Make sure that the titles “Affiliate Lecturer,” “Affiliate Assistant/Associate/Full Teaching Professor” are all available, in addition to the titles currently available.
   - Allow quarterly or multi-year contracts. (Currently only annual allowed.)
   - Allow 50% FTE or more with benefits, at least for part of a year?

Transition:

1. All current PT lecturers who have principal employment outside the university should be transitioned into appropriate Affiliate titles ASAP. This eliminates the need for doing mass searches for these positions.

2. Leftover Part-Time Senior Lecturers (at less than 50%) should be allowed to retain that title, but otherwise be treated just like Lecturers.

3. All current lecturers regardless of title who have been here less than three years can be re-hired under the same contract terms until they reach the three-year mark; then they must compete in a local search in order to be rehired.
4. All current Part-Time Lecturers who have been here 3 years or more should be converted to Lecturers, with the eligibility for full-time employment and multi-year contracts that come with that position. Two ways we might approach this:
   • We could require departments to undertake an internal review to evaluate whether their performance is satisfactory, and convert them if so, or let them go if not.
   • Alternatively, we could make the conversion automatic, on the principle that the department hiring them repeatedly for three years or more is a statement that their performance has already been found to be satisfactory.