September 16, 2016

Gordon Watts
Chair, Faculty Council on Faculty Affairs

Dear Professor Watts:

The Faculty Council on Faculty Affairs is charged with responsibility “for all matters of policy relating to the interests of the faculty, such as appointment, tenure, promotion, professional leave, compensation (including salary and fringe benefits), academic freedom, standards of academic performance, and professional ethics” (Faculty Code, Sec 42-36). Activities historically performed include identifying issues and areas of interest on behalf of all UW faculty, especially those relating to potential revisions to the University of Washington Faculty Code, and carrying out the initial stages of those revisions with appropriate feedback from key stakeholders and relevant administrators.

Our recommendation is that the council identify 3 specific goals that can be accomplished by the end of the 2016-17 academic year.

The Senate office did a background review to help identify goals for your council. This included review of minutes from last year’s meetings, review of discussions at Faculty Senate meetings, and selected outreach for topics. Recommended goals and / or topics for discussion include:

- Evaluate amendments to EO 64 during review and comment period. Identify additional needs associated with faculty salary policy that remain to be addressed.
- Resume investigation of lecturer issues at the UW.
  - Analyze university-wide lecturer data during January of 2017, focusing on assessing external equity on salaries and working conditions. Identify means to monitor whether new lecturer and part-time lecturer guidelines are being adhered to in hiring and annual merit review processes.
  - Identify best practices across units that facilitate lecturers’ integration into unit activities; support lecturer professional development and promote a culture that values lecturers’ contributions
  - Investigate how lecturers are utilized around the university to monitor the application of the Faculty Code by various units, and to discover any issues relating to lecturer titles in varying disciplines. Collect additional grassroots data on lecturers (e.g. focus group, university-wide survey, existing reports and feedback from elected faculty councils) to this end.
  - Complete excel sheet titled “Grid on Rights, Privileges, and Responsibilities of Lecturers.” Assess need to alter the UW Faculty Code to improve the working conditions and career trajectory for lecturers at the University of Washington.

Supplementary:

- Receive an update on faculty regent bill during fall 2016 and provide feedback. The Bill will go to the faculty senate in the fall for review and discussion.
- Resume consideration of UW Librarians request to transition from being classified as “Academic Staff” to the classification of “Faculty” at the UW.
After your first council meeting we will be available to discuss the goals your council identified. Thereafter, we will post your council’s goals on the Faculty Senate Website to communicate the important work you are doing on their behalf.

Sincerely,

Zoe Barsness
Faculty Senate Chair
Associate Professor of Business