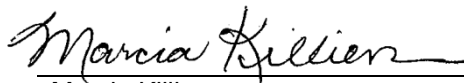


Agenda
Faculty Senate Meeting
Thursday, April 24, 2:30 p.m.
Savery Hall, Room 260

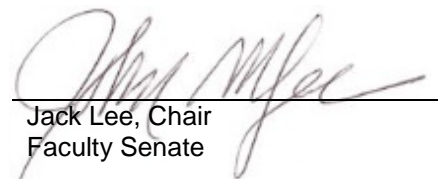
1. Call to Order and Approval of Agenda.
2. Report of the Chair – Professor Jack Lee. **[Exhibit A]**
3. Report of the President – Michael K. Young.
4. Memorial Resolution.
5. Opportunities for Questions and Requests for Information.
 - a. Summary of Executive Committee Actions and Upcoming Issues of April 7, 2014.
 - i. Approval of the [February 10, 2014](#), SEC minutes.
 - ii. Approval of the [February 27, 2014](#), Faculty Senate minutes.
 - iii. Faculty Council Activities. **[Exhibit B]**
 - iv. Report of the UWEO Search. **[Exhibit C]**
 - b. Report of the Secretary of the Faculty. **[Exhibit D]**
 - c. Report of the Chair of the Senate Committee on Planning and Budgeting. **[Exhibit E]**
 - d. Report of the Faculty Legislative Representative.
6. Invited Guests.
 - a. Athletics Report – Scott Woodward, Director of Athletics; Pete Dukes, Professor of Accounting and Faculty Athletic Representative.
 - b. A representative of the English language extension lecturers will give an update on their efforts to conclude their contract negotiations.
7. Consent Agenda.
 - a. Confirm JoAnn Taricani, Professor of Music History, as 2014-2015 Faculty Legislative Representative, for a term beginning August 1, 2014 and ending July 31, 2015.
8. Announcements.
9. Unfinished Business.
10. New Business.
 - a. Class A legislation – First Consideration. **[Exhibit F]**
Faculty Council on Faculty Affairs
Title: Proposed new faculty position: Professor of Practice.
Action: Conduct first review of proposal to submit legislation amending the Faculty Code to the faculty for approval or rejection.
 - b. Class C Resolution **[Exhibit G]**
Faculty Council on Benefits and Retirement
Title: Resolution concerning transgender coverage.
Action: Approve for Distribution to Faculty.
11. Discussion Item: Faculty Salary Policy Proposal.
12. Good of the Order.
13. Adjournment.

Prepared by:



Marcia Killien
Secretary of the Faculty

Approved by:



Jack Lee, Chair
Faculty Senate

NOTE: If a continuation meeting is necessary to conduct unfinished or special business, it will be held on Thursday, May 1 at 2:30 p.m. in Savery 260..

Report of the Faculty Senate Chair
Jack Lee, Professor of Mathematics

Here's an update on some of the main things we're working on.

Professor of Practice: The Faculty Council on Faculty Affairs has proposed Class A legislation (Exhibit F) creating a new faculty title, "Professor of Practice." The proposed code language is attached to this agenda. I encourage you to look closely at the proposed legislation, talk with your departmental colleagues, and think carefully about the issues.

Transgender Coverage: The Faculty Council on Benefits and Retirement has proposed a Class C Resolution (Exhibit G) urging the state to provide appropriate benefits to transgender faculty, analogous to benefits that are already provided to undergraduate students, faculty in a number of other universities, and residents of a number of other states.

Educational Outreach Search: With the retirement of David Szatmary, the university is in the process of searching for his replacement as Vice Provost of UW Educational Outreach. Because of the increasingly important role being played in the university by online courses and degrees, this is a crucial position. If you know of a university where the educational outreach operation seems to work particularly well in supporting the academic goals of the faculty, I encourage you to express this to the search committee, and to suggest individuals who might be good candidates for the position if you know of any.

The Legislative Session: The short legislative session concluded on March 13, 2014. In his report to the SEC, Faculty Legislative Representative Jim Fridley highlighted the issues pertaining to higher education and the University of Washington. Since this is Jim's last year as Faculty Legislative Representative, please join me in extending our sincere thanks to Jim for his five years of service as FLR. JoAnn Taricani has been nominated by the SEC to be next year's FLR, and today we will vote on whether to confirm that nomination.

Report on Athletics: We'll be receiving our annual report today on the athletic program from Athletic Director Scott Woodward and Faculty Athletic Representative Pete Dukes. Please have your questions ready!

Next Year's SEC: This is the time of year when the Senate selects members to serve on the Senate Executive Committee next year. If you're going to be on the Senate next year, you should already have received an email from the nominating committee (Norm Beauchamp, chair; Jim Gregory; Diane Morrison; and JoAnn Taricani), inviting you to nominate yourself or someone else for the committee. The SEC sets the agenda for Senate meetings, advises the President and the senate leadership, considers legislation, and resolves faculty code issues. I strongly encourage you to consider volunteering. Even though the deadline is April 23, the committee will be accepting nominations until April 25, the day after the senate meeting.

Committees and Councils: As Secretary of the Faculty Marcia Killien points out in her report, we're seeking nominations of new members for university faculty committees and councils for the academic year 2014-15. These positions are central to the effective functioning of shared governance, because a lot of the fundamental work of shared governance is done in committees and councils. I encourage you to consider volunteering for one or more of these bodies, and to recommend colleagues who would be effective members.

At least two Faculty Councils will have significant new responsibilities next year: The Faculty Council on Academic Standards will be taking on new oversight of policy issues surrounding proposals for new and modified courses; and the Faculty Council on University Facilities and Services will be participating much more closely with the Office of Planning and Budgeting in the early stages of planning and prioritizing new buildings and other capital projects. This is important stuff – let's ensure that we are well represented on these councils.

Faculty Salary Policy: Because the new faculty salary proposal is not yet ready for a vote, and parliamentary rules prevent us from having the first vote on Class A legislation at the last meeting before summer, the salary policy will not be officially coming to the Senate until the fall. There will still be time then for it to be voted on twice before winter break, and then if it passes we will be able to carry out the transition process in winter & spring 2015, with the new policy going into effect in the summer of 2015.

As you probably know, a description of the proposal has been posted for faculty feedback on catalyst.uw.edu/gopost/board/senate/35848/, and other members of the salary policy working group and I have been talking to various groups of faculty around campus. Meanwhile, the drafting process for amending the faculty code is well underway, and both the working group and FCFA are looking carefully at the proposed code revisions. I will be leading a discussion of the proposal at this meeting, so please encourage members of your department to read the proposal and give their feedback, and bring any relevant questions or comments to the senate meeting.

Report of Faculty Council Activities

Faculty Council on Academic Standards

In addition to normal business reviewing curriculum changes, major topics that FCAS is undertaking are:

1. Creation of an ad hoc subcommittee on questions associated with courses, joint with FCTL
2. Participating in 2 taskforces: Taskforce on Enrollment and Taskforce on Online Education

Faculty Council on Benefits and Retirement

1. Advocate changing increased faculty contributions at age 50 from "opt-in" to "opt-out."
2. Provide through the faculty senate process information to faculty regarding benefits and retirement.

Faculty Council on Faculty Affairs

FCFA is addressing the following issues:

1. Code Cleanup Issues
 - a. Minor changes to remove out of date terminology & clarify the code in some places are in progress
 - b. Changes to bring some of the code into line with reality are in progress
 - c. Adjustments to deal with the modern electronic world
2. Professor of Practice
 - a. Should (and how) we add a new rank for people distinguished in their accomplishments outside the academy that wish to join us on a temporary basis to help with our teaching mission.
3. Faculty salary policy

Faculty Council on Multicultural Affairs

FCMA is holding joint meetings with the Faculty Council on Women in Academia to address specific issues that impact faculty demographics, including:

- Tenure demographics
- Lecturers
- Mentoring
- Data
- Faculty salary policy

Faculty Council on Research

The general concern of the FCR is to discuss ways to improve the UW research environment with various administrative units. FCR will review proposals from UW researchers containing restrictions of various sorts (publication policies personnel, data transfer etc.). We will be discussing proposed changes in UW rules regarding the outside activities form and proposed changes in UW rules are published. We will also be concerned with emerging issues regarding OMB, NIH/HHS and NSF and with rules regarding export controls.

Faculty Council on Student Affairs

The Faculty Council on Student Affairs (FCSA) is "responsible for all matters of policy relating to non-academic student affairs such as financial aid, housing, regulation of social affairs, eligibility rules, intercollegiate athletics, and general student welfare." (Faculty Code, Sec 42-38.)

The FCSA continues to conduct discussions on issues pertinent to students, including: recent Senate action on admissions policies and standards; on-going and planned campus renovations; revisions of the

Student Conduct Code; the Online Undergraduate Degree Completion initiative; and, staffing the faculty appeal board. Among the topics discussed during the Council meetings this quarter were the following.

7 January: Ann Browning, Director Academic Support Programs, was present to discuss student tutoring centers. Browning works with the Center for Learning and Undergraduate Enrichment (CLUE) within UW Academic Support Programs. We also heard reports from the President's designee and the PSO representative to the Council.

4. February: Melanie Mayock (External Affairs Specialist for Transportation Services) discussed recent transit developments affecting UW. As a result of the recession Seattle revenues have been dropping over the past few years. Since then Metro has been relying on reserve funds, raised fares and temporary funding in the form of the \$20 annual license renewal fee. This cut in funding is similar to other regional transportation districts which are cutting back on service areas and bus routes. Last November King County announced its proposed cuts which will completely delete 20 routes that serve UW (out of 42 current Metro routes).

4 March: Chair Treser was out of town for this meeting and asked Brian Fabien to chair the meeting. Council members discussed the chair's report that was circulated prior to the meeting. In the report Treser addressed recent developments in student profiles, student debt, recent Class A legislation creating housekeeping changes, the Universal Student U-PASS Advisory Board and Seattle's new Bike Share program.

The FCSA and FCAS will begin holding joint discussions on items of mutual interest.

Faculty Council on Teaching and Learning

1. Update on FCTL Report on Hybrid Online Learning: On April 4, 2013, former FCTL chair Jan Carline transmitted to President Young the council's report on hybrid online learning. At its January 9, 2014, the council hosted Jim Gregory, co-chair of the UW Task Force on Online Learning, to learn the scope of its work and its relevance to FCTL's mission. On February 25, 2014, President Young responded to the 2013 FCTL letter (a copy of the letter was forwarded to the Senate leadership and Faculty Secretary). The president thanked FCTL for its efforts, then went on to cite several UW teaching-with-technology success stories. At the same time, the president indicated that he shares FCTL's concerns about maintaining quality and monitoring faculty effort with regard to online teaching and recognized there "is considerably more work to do." In response to FCTL's recommendation for supplemental faculty funding for support of hybrid courses, he indicated that he and the provost are giving it "serious consideration," indicating that such support is central to their vision in the 2y2d initiative and in the Center for Teaching and Learning.
2. FCTL continues to address faculty concerns over access to student course evaluations outside UW. In 2012, Nana Lowell (UW-OEA) learned that students from the Information School had provided public access to results of student evaluations of courses they obtained from a web site accessible only to those with a UW NetID. The practice of giving access to these evaluations only to individuals with NetIDs had been put in place based on discussions in the former Faculty Council on Instructional Quality, after consulting the Attorney General's office. This was done because of two concerns, the first being potentially inappropriate use of faculty evaluations by individuals not affiliated with the university, and the second being restrictions on the publication of evaluations of teaching assistants included in the bargaining agreements with their union. An inquiry about this matter was referred to the Attorney General's office for advice, but the AG's office has ignored the request. At its February 2014 meeting, members of the FCTL supported adding a disclaimer to the web site for faculty teaching evaluations warning that the information is intended solely for the use of individuals within the University of Washington community and that redistribution to anyone who does not have a current UW NetID is prohibited.
3. FCTL provided advice on a number of teaching and technology issues this year, including the move to paperless, online course evaluations (and its possible effect on response rates), use of anti-plagiarism software, transition to the Canvas learning system, possible transition from Tegrity to Panopto and the possible integration of e-Texts and Catalyst.

4. Senior Vice Provost for Academic and Student Affairs Gerald Baldasty requested that he be added as a “regularly invited guest” for all FCTL meetings. The council members agreed. He has also requested FCTL support and assistance in implementing the UW Two Years to Two Decades Initiative.

Faculty Council on Tri-Campus Policy

1. Conducting a review of tri-campus information dissemination and faculty member representation between the three faculty governance structures.
2. Reviewing issues related to student conduct code violations and how they are disseminated and treated if/when student seeks cross-campus enrollment.
3. Examination of processes related to cross-campus degrees/minors and role of UW Curriculum Committee.
4. Coordinated Faculty Senate communication of tri-campus awareness regarding governance, policies, new issues, budget, etc.
5. Budget and legislative representation related to tri-campus strategic planning.
6. Discussion of potential issues related to “UWS/B/T “self-sustaining and distance learning degree programs and cross-campus implications.
7. Examination of variations/changes to faculty handbook that affect UWT/UWB faculty.
8. Cross-campus faculty research activities/opportunities – and an examination of selection processes related to limited submission research applications from the University of Washington.

Faculty Council on University Facilities and Services

The Council toured the new Mercer dormitories, in anticipation of another round of dormitory construction replacing the northeast campus dormitories. In general construction is cheaper than renovation and seismic upgrading. The UW student dorm lifestyle is a considerable improvement on the ones in the memories of the Council members.

The Council heard a report on the campus Wayfinding Study from the campus Landscape Architect. At its roots this is about consistent signage on campus.

The Council discussed the issue of faculty governance review of capital projects. This was also discussed at a recent SCPB meeting. The takeaway was that the SCPB and Senate leadership expect FCUFS to do these reviews. The Capital Projects Office (CPO) has agreed to present revisions to the Capital Plan to FCUFS (and will do so in April). CPO has also agreed to add a box to the project flowchart for FCUFS review, and let the FCUFS chair know about projects going to the Regents for approval. The goal is for the FCUFS chair to advise the Senate Chair of whether the project has been reviewed by FCUFS, and any unresolved issues, prior to the project going to the Regents.

Future issues: Spring: Sound Transit. Transportation review. Capital Plan review. New CSE building. Fall: NE campus dorms. We’ll also hear a report from the transportation committee liaison on UPASS for faculty and staff.

Faculty Council on University Libraries

1. Implementation of the Faculty Fund for Library Excellence, as approved by the Faculty Senate. Fund website is located at: https://www.washington.edu/giving/make-a-gift?source_typ=3&source=LIBFAC
2. Facilitation of Open Access publishing at the UW. The FCUL will continue to seek to engage faculty and students in submitting documentation of their past, current, and future research (i.e., archival and grey literature) to the open access repository ResearchWorks.
3. Strengthening educational partnerships/ the development of a sustainable academic business plan. The FCUL will continue to investigate ways to bring emerging Libraries technologies and initiatives into UW courses. The strategic plan will consider a wide variety of issues, including fee-based and distance courses and programs.

4. Employment of multi-institutional approaches. The FCUL will provide input to continuing Libraries efforts to lead and leverage multi-institutional Libraries initiatives, related to e.g., the Hathi Trust, the Western Storage Trust, and Orbis Cascade activities.
5. Inclusion of Librarians on the Senate. The FCUL will continue to follow up on the 2009 – 2012 discussions on representation of Librarians on the Faculty Senate, the SEC, and on the Faculty.
6. General planning for collections, services, and staff. The FCUL will advise the Libraries on changes in collections, services, and staff in support of its strategic plan and necessitated by continuing budget constraints. Initial topics include the subject librarian framework, physical and virtual space planning, etc.

Faculty Council on Women in Academia

There are no updates at this time

Approved council minutes are available online at
<http://www.washington.edu/faculty/committees/councils.html>

Search Committee for the Vice Provost of UW Educational Outreach.

Judy Howard and I are members of the [Advisory Search Committee](#) for the next Vice Provost for UW Educational Outreach (UWEO). Other committee members are meeting with a wide variety of stakeholders, and we have solicited the thoughts of our Deans and Chancellors, as well as the UWEO Advisory Board. We also provided all UWEO staff with an opportunity to give us their thoughts via a catalyst survey.

We have hired a search firm and are working with Regan Gough, Principal at Isaacson, Miller. The position description has been posted on [UW Hires](#) and has been advertised in *The Chronicle for Higher Education*, among other publications.

We will take your ideas and advice back to the full committee and make sure that the advisory search committee members know your views. We have a few broad questions, and we welcome your advice and thoughts:

1. What are the characteristics you would like to see in the next Vice Provost for UW Educational Outreach?
2. In 3-5 years, what will be the definition of success in our new Vice Provost? What are the key metrics?
3. What are the key issues or trends in continuing education that the Advisory Search Committee should know about?
4. What do you believe to be the most essential work of UW Educational Outreach?
5. Are there any other issues you would like to bring to our attention?
6. What do you see as the optimal relationship of UWEO with other UW units?"

You can contact the search committee via eosearch@uw.edu.

Thank you for your valuable input.

Jerry Baldasty, Chair, Advisory Search Committee on the Vice Provost for Educational Outreach
Judy Howard, Search Committee Member

Report of the Secretary of the Faculty
Marcia Killien, Professor, Family and Child Nursing

1. The election of the Vice-Chair of the Faculty Senate has been completed; Professor Norm Beauchamp was elected for a term beginning in Fall 2014.
2. The process of electing Senators for the 2014-16 term is underway. Those schools/colleges/campuses that are due to elect new senators have been notified and most have completed electing senators. We are hoping to complete the elections entirely by late April. The following units are up for election this year: Built Environments, Education, I-School, Law, Medicine, Pharmacy, ROTC, Evans School, UW Bothell.
3. Nine nominations were received for the 39th University Faculty Lecturer and the President will announce the selection soon.
4. Nominations are being accepted for appointments to university faculty committees and councils for the academic year 2014-15. If you are interested in serving on a faculty council, or would like to nominate a colleague, please contact me at secfac@uw.edu.

Report of the Chair of the Senate Committee on Planning and Budgeting
Jim Gregory, Professor, History

The Senate Committee on Planning and Budget meets weekly with the Provost, the Vice-Provost for Planning and Budget, and the head of the Board of Deans. SCPB is charged with consulting on all matters relating to the University budget and on a wide range of program and policy decisions. Meetings since my last report have dealt with the following matters:

Future of the Royalty Research Fund and Center for Commercialization: Both RRF and C4C have been funded principally by royalties from one patent derived from the work of Professor Benjamin Hall (Biology). His patent, which has generated more than \$200 million dollars for UW, expires this year. What are the plans for the Royalty Research Fund and the Center for Commercialization? Vice Provost Linden Rhoads outlined plans for C4C to increase revenues. Provost Cauce reported that the reserves will support both enterprises for two years, at which time tough decisions will be necessary. Both RRF and C4C may need support from the general operating budget.

Building Plans: Since the budget cutbacks, very little state money has been available for new construction. UW has been financing buildings with private donations and by increasing borrowing debt. Planning procedures have also changed and opportunities for faculty input on planning decisions have diminished. SCPB has negotiated a new arrangement that will allow the Faculty Council on University Facilities and Services to play a role in planning. In addition, SCPB reviewed the One Capital Building Plan prepared by the Office of Planning and Budgeting. This includes a report on the condition of campus buildings and a tiered list of priority projects. Further discussion of building plans will take place later in spring quarter.

Faculty Demographics: In response to a Senate resolution passed in FY13, the Office of Planning and Budgeting is creating a longitudinal database that will allow SCPB to monitor several dimensions of faculty demographics at department, college, campus, and university levels. In a preliminary presentation, the committee noted that women remain disturbingly underrepresented in some colleges at every rank and in most colleges at the full professor rank. Also of concern, there has been no slowing in the trend toward hiring lecturers rather than tenure track or WOT faculty, notably at Bothell and Tacoma which are already overbalanced with lecturers. The committee still awaits the data on race and ethnicity. The Faculty Senate will receive a full report on trends at its May 15 meeting.

Classroom survey and class scheduling changes: Vice Provost Jerry Baldasty is leading an effort to assess classroom quality and scheduling problems. SCPB received a preliminary briefing. It is clear that many classrooms are in terrible shape, with inadequate teaching technology and poor spatial arrangements. Baldasty also noted that an archaic scheduling system causes bottlenecks in some time slots and leaves rooms empty at other times. SCPB will hear a follow-up report later this quarter that will probably recommend increased expenditures to upgrade facilities and also recommend a new scheduling template that will include (1) reserving M-W-F for 50 minute classes (2) requiring departments to schedule more late-afternoon and early-morning classes.

Other matters: The committee approved a limited RCEP for the Real Estate Program in the College of Built Environments; reviewed the legislature's session with UW lobbyist Margaret Shepherd and Faculty Legislative Representative Jim Fridley; discussed how the University will accommodate a minimum wage hike should the City of Seattle enact legislation; discussed plans for a feasibility study for a proposed Law School program based in Tacoma.

Upcoming spring quarter meetings will look into the following:

- Provost Reinvestment fund allocations
- Fiscal year 2015 budget plan
- Classroom space recommendations
- Capital projects and planning for FY 15-17
- Activity Based Budget planning
- IT plans and costs

**Class A Legislation
Faculty Code Sections 21 and 24, Professor of Practice
Justification Statement and Proposed Language**

Introduction

The Faculty Council on Faculty Affairs (FCFA) voted on April 1st 2014 to forward proposed code changes to add the rank of Professor of Practice to the faculty code.

Reasons for Proposed Changes

There are a large number of people outside the academy that have made significant and ground breaking contributions to their field (e.g. distinguished). Their presence as part of the faculty would contribute to the quality of the university.

There is no easy way for the university to invite these people into the academy to teach a special topics course, help start a program, or collaborate on some research with a title commensurate with their standing in the field.

Background

The request for these changes started with a group of deans getting in touch with the FCFA to propose the changes. Several members of the FCFA also discussed how a position like this would be beneficial to their units. This type of appointment is currently used at peer institutions including Harvard, Tufts, Penn State, and Arizona State University (See examples on the Senate Website, [Issues Under Consideration](#).)

The deans and FCFA envision there would be few of these positions in a unit or department at any one time. These positions are meant to be for highly distinguished individuals, at the top of their respective fields. No explicit limit is set in the proposed legislation on the number of such positions in a unit, though it is expected that there would be no more than one or two without a careful review.

Extensive discussions occurred within the FCFA addressing potential arguments against adding this position to the faculty including tenure erosion and allocation of funds away from new hires or increases in salaries of ladder faculty. The proposed legislation reflects attempts to minimize these potential risks. Additional concerns were raised about the voting status of individuals appointed to this position and it is anticipated an amendment will be proposed to SEC to remove the voting rights that are part of the current proposed legislation.

1 **Section 21-31 Membership in the Faculty**

2
3 The University faculty consists of:

- 4
5 • The president,
6 • The vice presidents,
7 • The professors,
8 • The associate professors,
9 • The assistant professors,
10 • The principal lecturers,
11 • The senior lecturers and senior artists in residence,
12 • The professors of practice
13 • The lecturers and artists in residence,
14 • The instructors,
15 • The teaching and research associates,

16
17 whether serving under visiting, acting, research, clinical, or affiliate appointment, whether serving part-
18 time or full-time, and whether serving in an active or emeritus capacity. The faculty, beginning with the
19 professor, are listed in order for purposes of determining voting eligibility based on superior rank.

20
21 *Section 13–31, April 16, 1956; S–A 29, June 8, 1964, S–A 32, May 8, 1967, S–A 78, December 14, 1988:*
22 *all with Presidential approval; RC, February 1, 2008; S–A 124, July 5, 2011 with Presidential approval.*

23
24
25 **Section 21-32 Voting Membership in the Faculty**

26
27 A. Except as provided in Subsection B of this section the voting members of the University faculty are
28 those faculty members holding the rank and/or title of:

- 29
30 • Professor, 50% appointment or greater,
31 • Research professor, 50% appointment or greater,
32 • Associate professor, 50% appointment or greater,
33 • Research associate professor, 50% appointment or greater,
34 • Assistant professor, 50% appointment or greater,
35 • Research assistant professor, 50% appointment or greater,
36 • Full-time principal lecturer,
37 • Full-time senior lecturer,
38 • Full-time senior artist in residence,
39 • Full-time lecturer,
40 • Full-time artist in residence, or
41 • A retired assistant professor, associate professor, or professor during the quarter(s) he or she is
42 serving on a part-time basis, or a retired research assistant professor, research associate
43 professor, or research professor during the quarter(s) he or she is serving on a part-time basis.

44
45 B. Notwithstanding the rank or title held, the following are **not** voting members of the faculty:

- 46
47 • Persons serving under acting or visiting appointments,
48 • Persons on leave of absence,
49 • Persons serving under clinical or affiliate appointments,
50 • Persons serving under professor of practice appointments.
51 • Persons of emeritus status unless serving on a part-time basis,
52 • Persons serving under adjunct appointments insofar as their adjunct appointments are
53 concerned.

54 [For definitions of faculty titles, see Section 24-34.]

55

56 C. Research faculty may vote on all personnel matters as described in the *Faculty Code* except those

57 relating to the promotion to and/or tenure of faculty to the following ranks and titles:

58

- 59 • Senior artist in residence
- 60 • Senior lecturer,
- 61 • Principal Lecturer,
- 62 • Associate professor,
- 63 • Professor,
- 64 • Associate professor WOT,
- 65 • Professor WOT.

66

67 *Section 13–31, April 16, 1956; S–A 32, May 8, 1967; S–A 37, February 8, 1971; S–A 45, January 17,*

68 *1975; S–A 78, December 14, 1988; S–A 98, May 12, 1998; S–A 103, March 6, 2001; S–A 108, June 21,*

69 *2002; S–A 124, July 5, 2011: all with Presidential approval.*

70

71

72 **Section 24–34 Qualifications for Appointment at Specific Ranks and Titles**

73

74 A. Qualifications for Appointment at Specific Ranks

75

76 1. Appointment with the rank of assistant professor requires completion of professional training, in

77 many fields marked by the Ph.D., and a demonstration of teaching and research ability that

78 evidences promise of a successful career.

79

80 2. Appointment to the rank of associate professor requires a record of substantial success in both

81 teaching and research, except that in unusual cases an outstanding record in one of these

82 activities may be considered sufficient.

83

84 3. Appointment to the rank of professor requires outstanding, mature scholarship as evidenced by

85 accomplishments in teaching, and in research as evaluated in terms of national or international

86 recognition.

87

88 B. Qualifications for Appointments with Specific Titles

89

90 1. Lecturer and artist in residence are *instructional* titles that may be conferred on persons who

91 have special instructional roles. Appointments may be renewed pursuant to Section 24–53.

92

93 2. Senior lecturer and senior artist in residence are *instructional* titles that may be conferred on

94 persons who have special instructional roles and who have extensive training, competence, and

95 experience in their discipline. Appointments may be renewed pursuant to Section 24–53.

96

97 3. Principal lecturer is an *instructional* title that may be conferred on persons whose excellence in

98 instruction is recognized through appropriate awards, distinctions, or major contributions to their

99 field. Appointments may be renewed pursuant to Section 24–53.

100

101 4. Appointment to one of the ranks in Subsection A with a *research* title requires qualifications

102 corresponding to those prescribed for that rank, with primary emphasis upon research. Tenure is

103 not acquired through service in research appointments.

104

105 Research professor and research associate professor appointments are term appointments for a

106 period not to exceed five years. The question of their renewal shall be considered by the voting

107 faculty who are superior in academic rank to the person being considered and are faculty of the

108 department (or undepartmentalized college or school) in which the appointments are held, except

109 that the voting faculty at rank of professor shall consider whether to recommend renewal or non-
 110 renewal of the appointment of a research professor. Such consideration shall be conducted in
 111 accord with the provisions of Section 24–53.

112
 113 Research assistant professor appointments are for a term not to exceed three years with
 114 renewals and extensions to a maximum of eight years (see Section 24–41, Subsection G.) The
 115 question of their renewal shall be considered by the faculty who are superior in academic rank to
 116 the person being considered and are faculty of the department (or undepartmentalized college or
 117 school) in which the appointments are held. Such consideration shall be conducted in accord with
 118 the provisions of Section 24–41.

119
 120 Research associate appointments are for a term not to exceed three years, with renewals to a
 121 maximum of six years. The question of their renewal shall be considered by the faculty who are
 122 superior in academic rank to the person being considered and are faculty of the department (or
 123 undepartmentalized college or school) in which the appointments are held. Such consideration
 124 shall be conducted in accord with the provisions of Section 24–53.

125
 126 Research faculty titles and the qualifications for them are described in Section 24–35.

127
 128 5. Appointment with the title of Professor of practice is made to a person who is a distinguished
 129 practitioner or distinguished academician, and who has had a major impact on a field important to
 130 the University's teaching, research, and/or service mission.

131
 132 Professor of practice appointments are term appointments for a period not to exceed five years.
 133 The question of their renewal shall be considered by the voting faculty who are superior in
 134 academic rank and are faculty of the department (or undepartmentalized college or school) in
 135 which the appointments are held. Such consideration shall be conducted in accord with the
 136 provisions of Section 24–53. This title is available to address a unique appointment need and is
 137 intended to be rarely used; and tenure is not acquired through service in this title.

138
 139 6. ~~5.~~ Appointment with the title of *instructor* is made to a person who has completed professional
 140 training, in many fields marked by the Ph.D., and is fulfilling a temporary, clinical, or affiliate
 141 instructional need, or is in a temporary transition period between post-doctoral training and
 142 mentoring and entry into the professorial ranks. These appointments are limited to acting, affiliate,
 143 or clinical.

144
 145 7. ~~6.~~ An *affiliate* appointment requires qualifications comparable to those required for appointment to
 146 the corresponding rank or title. It recognizes the professional contribution of an individual whose
 147 principal employment responsibilities lie outside the colleges or schools of the University. Affiliate
 148 appointments are annual; the question of their renewal shall be considered each year by the
 149 faculty of the department (or undepartmentalized college or school) in which they are held.

150
 151 8. ~~7.~~ An *adjunct* appointment is made only to a faculty member (including one in a research
 152 professorial rank) already holding a primary appointment in another department. This
 153 appointment recognizes the contributions of a member of the faculty to a secondary department.
 154 Adjunct appointments do not confer governance or voting privileges or eligibility for tenure in the
 155 secondary department. These appointments are annual; the question of their renewal shall be
 156 considered each year by the faculty of the secondary department.

157
 158 9. ~~8.~~ A *joint* appointment recognizes a faculty member's long-term commitment to, and participation
 159 in, two or more departments. A joint appointment may be discontinued only with the concurrence
 160 of the faculty member and the appointing departments. One department shall be designated the
 161 primary department and the others secondary, and this designation can be changed only with the
 162 concurrence of the faculty member and the appointing departments. Personnel determinations
 163 (salaries, promotions, leave, etc.) originate with the primary department, but may be proposed by
 164 the secondary department(s), and all actions must have the concurrence of the secondary

165 department(s). A faculty member who has the privilege of participation in governance and voting
 166 in the primary department may arrange with the secondary department(s) either to participate or
 167 not to participate in governance and voting in the secondary department(s). This agreement must
 168 be in writing and will be used for determining the quorum for faculty votes. The agreement can be
 169 revised with the concurrence of the faculty member and the department involved.

170
 171 10. ~~9.~~ A *clinical* appointment in the appropriate rank or title is usually made to a person who holds a
 172 primary appointment with an outside agency or non-academic unit of the University, or who is in
 173 private practice. Clinical faculty make substantial contributions to University programs through
 174 their expertise, interest, and motivation to work with the faculty in preparing and assisting with the
 175 instruction of students in practicum settings. Clinical appointments are annual; the question of
 176 their renewal shall be considered each year by the faculty of the department (or
 177 undepartmentalized college or school) in which they are held.

178
 179 11. ~~40.~~ Appointment with the title of *teaching associate* is made to a non-student with credentials
 180 more limited than those required of an instructor. Teaching associate appointments are annual, or
 181 shorter; the question of their renewal shall be considered each year by the faculty of the
 182 department (or undepartmentalized college or school) in which they are held.

183
 184 12. ~~44.~~ The *emeritus* appointment is recommended by departmental action for a regular, WOT,
 185 research or clinical faculty member who has retired under the UW Retirement Plan or is receiving
 186 benefits as if he or she retired under another state of Washington retirement plan and whose
 187 scholarly, teaching, or service record has been meritorious. Such a recommendation requires
 188 approval by the college dean and the President of the University. The normal criteria for
 189 appointment with the emeritus title are at least ten years of prior service as a member of the
 190 faculty and achievement of the rank of professor or associate professor. Under certain
 191 circumstances the President may grant emeritus status to an administrator at the level of dean or
 192 vice president, or at other levels if deemed appropriate.

193
 194 13. ~~42.~~ The *acting* title denotes a temporary appointment for properly qualified persons in the
 195 instructor title or at the professorial ranks. It commonly is used for persons who are on the faculty
 196 for a year or less or for persons who have not yet completed the requirements for a regular
 197 appointment. In the latter case, the acting title is dropped when the requirements are completed.
 198 The total service of a faculty member with an acting appointment may not exceed four years in
 199 any single rank or title, or six years in any combination of ranks or titles. A faculty member whose
 200 appointment as assistant professor has not been renewed may not be given an acting
 201 appointment.

202
 203 14. ~~43.~~ Appointment to one of the ranks in Subsection A with a *visiting* title indicates that the
 204 appointee holds a professorial position at another institution of higher learning and is temporarily
 205 employed by the University. An employee who does not hold a professorial position elsewhere,
 206 but who is otherwise qualified, may be designated as a visiting lecturer.

207
 208 15. ~~44.~~ The *visiting scholar* title is an honorary title awarded to persons who hold professorial
 209 (including research titles) positions at other institutions and who are visiting the University but
 210 who are not employed by the University during their stay. The purpose of this title is recognition of
 211 the visitor's presence at the University, and to make University facilities and privileges (library,
 212 etc.) available.

213
 214 *Section 13–31, April 16, 1956; S–A 23, February 22, 1959; S–A 32, May 8, 1967; S–A 33, June 13, 1967;*
 215 *S–A 37, February 8, 1971; S–A 64, May 29, 1981; S–A 78, December 14, 1988; S–A 81, January 30,*
 216 *1990; S–A 94, October 24, 1995; S–A 97, January 10, 1997; S–A 103, March 6, 2001; S–A 108, June 21,*
 217 *2002; S–A 109, June 5, 2003: all with Presidential approval; RC, April 18, 2006; S–A 124, July 5, 2011*
 218 *with Presidential approval.*

Section 24–41 Duration of Nontenure Appointments

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A. The first appointment or the reappointment of an assistant professor is for a basic period of three years, subject to earlier dismissal for cause. Although neither appointment period shall extend beyond the academic year in which a decision on tenure is required, the year in which a negative tenure decision is made must be followed by a terminal year of appointment. If the assistant professor is reappointed, the period of reappointment must include a tenure decision. Assistant professors holding positions funded by other than state funds shall be treated in the same way except that the appointment may be to a position without tenure by reason of funding as provided in Subsection D. Procedures governing the reappointment of assistant professors are as follows:

1. During the second year of the initial appointment, the dean of the assistant professor's college or school shall decide whether:
 - a. The appointment is to be renewed under the above provision for reappointment;
 - b. The appointment is not to be renewed beyond the initial three–year period, in which case the appointment will terminate at the end of the third year; or
 - c. The decision concerning the appointment is to be postponed to the following year.
2. Should the above decision result in a postponement, during the third year of the initial appointment the dean shall decide whether:
 - a. The appointment is to be renewed under the above provision for reappointment, or
 - b. the appointment is not to be renewed; if it is not, the basic appointment is extended to include a fourth and terminal year.
3. The dean shall inform the professor in writing within 30 days of any decision made pursuant to this section.

B. Lecturer and Artist in Residence

1. Appointment as a full–time lecturer or artist in residence shall be for a term not to exceed five years.

The normal appointment period of a part-time lecturer or artist in residence shall be for one year or less with exceptions to be reviewed by the Provost.
2. Appointment as a full–time senior lecturer, principal lecturer, or senior artist in residence shall be for a term not to exceed five years. The normal appointment period of senior and principal lecturers shall be for a minimum of three years with exceptions to be reviewed by the Provost.

The normal appointment period of a part-time senior lecturer, principal lecturer, or senior artist in residence shall be for one year or less with exceptions to be reviewed by the Provost.
3. Except as provided in Subsection B.4 below, at least six months (or three months in the case of an initial annual appointment) before the expiration date of an appointment of a full–time lecturer, artist in residence, senior lecturer, principal lecturer, or senior artist in residence, the dean shall determine, pursuant to Section 24–53, whether this appointment shall be renewed and shall inform the faculty member in writing of the decision.
4. A renewal decision in accord with Subsection B.3 above is not required where an initial appointment of a full–time lecturer, artist in residence, senior artist in residence, senior lecturer, or principal lecturer is for one year or less and the appointment is identified at the time of appointment as not eligible for renewal.

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5. Part-time appointments as lecturer, artist in residence, senior lecturer, principal lecturer, and senior artist in residence are for the period stated in the letter of appointment. If such appointments are to be renewed the procedures in Section 24-53 shall be followed in a timely manner with knowledge of funding availability and staffing needs.
 - C. A full-time lecturer, artist in residence, or senior lecturer may, prior to expiration of an existing appointment, be considered for appointment as, or promotion to, a senior lecturer, senior artist in residence, or principal lecturer, respectively.
 - D. Notwithstanding the provisions of Subsection A, appointments of assistant professors who are supported by other than state-appropriated funds are subject to termination should the supporting agency fail to continue the funding for the appointment, provided that the assistant professor supported by other than state-appropriated funds is advised in writing prior to commencement of his or her appointment that such appointment is at all times subject to the continued availability of grant or contract funds.
 - E. The first appointment or the reappointment of a faculty member to less than 50% of full-time status shall be made on an annual, or shorter, basis. A faculty member who is appointed to a position with less than 50% of full-time status shall not accumulate eligibility toward tenure.
 - F. The first appointment or the reappointment of a research assistant professor is for a basic period of three years, subject to earlier dismissal for cause. Research assistant professors may not be reappointed more than once, except that a research assistant professor who does not receive promotion in rank must receive a terminal year of appointment. Procedures governing the reappointment of research assistant professors are as follows:
 1. During the second year of the initial appointment, the dean of the research assistant professor's college or school shall decide whether:
 - a. The appointment is to be renewed under the above provision for reappointment;
 - b. The appointment is not to be renewed beyond the initial three-year period, in which case the appointment will cease at the end of the third year; or
 - c. The decision concerning the appointment is to be postponed to the following year.
 2. Should the above decision result in a postponement, during the third year of the initial appointment the dean shall decide whether:
 - a. The appointment is to be renewed under the above provision for reappointment or
 - b. The appointment is not to be renewed; if it is not renewed, the basic appointment is extended to include a fourth and terminal year.
 3. Not later than the end of the third year of a second appointment, the dean of the research assistant professor's college or school shall decide whether:
 - a. The research assistant professor is to be appointed as research associate professor, associate professor without tenure by reason of funding or associate professor with tenure;
 - b. The appointment is to cease at the end of the following year; or
 - c. The decision concerning the appointment is to be postponed to the following year. In cases b and c the appointment is extended by one year.

- 331 4. Should the above decision result in a postponement, during the extension year of a second
 332 appointment, the dean of the research assistant professor's college or school shall decide
 333 whether:
 334
- 335 a. The research assistant professor is to be appointed as research associate professor,
 336 associate professor without tenure by reason of funding or associate professor with tenure, or
 337
- 338 b. The appointment is to cease; in which case the basic appointment is extended by one year.
 339
- 340 5. The dean shall inform the professor in writing within 30 days of any decision made pursuant to
 341 this section.
 342
- 343 G. At least six months (or three months in the case of an initial annual appointment) before the
 344 expiration date of an appointment of a Research Associate Professor, Research Professor, or
 345 Professor of Practice, the dean shall determine, pursuant to Section 24-53, whether this
 346 appointment shall be renewed and shall inform the faculty member in writing of the decision. A
 347 renewal decision is not required where an initial appointment of a Research Associate Professor,
 348 Research Professor, or Professor of Practice is for one year or less and the appointment is
 349 identified at the time of appointment as not eligible for renewal.
 350
- 351 H. Notwithstanding the provisions of this subsection, research assistant professors are subject to
 352 removal during the term of their appointment for cause (see Chapter 25, Section 25–51), for
 353 termination of funding, or for reasons of program elimination (see Chapter 25, Section 25–52.)
 354
- 355 I. Research professors and research associate professors are not subject to removal during the term
 356 of their appointment except by removal for cause (see Chapter 25, Section 25–51), for termination
 357 of funding as defined in Subsection I, or for reasons of program elimination (see Chapter 25,
 358 Section 25–52.)
 359
- 360 J. Termination of funding is defined as failure, for a continuous period of more than 12 months, to
 361 obtain funding sufficient to provide at least 50% of the faculty member's base annual salary. The
 362 University is not obligated to provide replacement funding during lapses of a faculty member's
 363 external support.
 364
- 365 K. In unusual cases, an individual may be appointed to the title of research assistant professor when
 366 there is no known funding to support the appointment. The department and dean shall determine that
 367 the individual will seek external funding to support his or her appointment. Such appointments shall be
 368 made on an annual or shorter basis, and may be renewed annually upon evidence of research grant or
 369 contract pursuit activity. Upon receipt of salary funding support, said appointments shall be converted
 370 to initial three–year appointments in conformance with Subsection G.
 371
- 372 L. The procedures prescribed in Section 24–53 for renewal of appointments and in Section 24–54 for
 373 Procedure for Promotion shall govern actions taken under this section.
 374
- 375 *Section 13–31, April 16, 1956; S–A 31, December 28, 1966; S–A 41, April 3, 1972; S–A 42, June 9, 1972;*
 376 *S–A 49, December 4, 1975; S–A 62, December 2, 1980; S–A 64, May 29, 1981; S–A 67, December 5,*
 377 *1983; S–A 68, April 19, 1984; S–A 81, January 30, 1990; S–A 98, May 12, 1998; S–A 102, July 7, 2000;*
 378 *S–A 108, June 21, 2002: all with Presidential approval; RC, June 19, 2008; S–A 124, July 5, 2011; S–A*
 379 *127, June 11, 2012 with Presidential approval.*
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382 **Section 24–53 Procedure for Renewal of Appointments**

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 384 When it is time to decide upon renewal of a nontenure appointment to the faculty (Section 24–41), the
 385 procedure described below shall be followed.
 386

- 387 A. The voting members of the appropriate department (or undepartmentalized college or school) who
 388 are superior in academic rank or title to the person under consideration shall decide whether to
 389 recommend renewal or termination of the appointment. Research faculty shall be considered by
 390 voting faculty who are superior in rank to the person under consideration, except that the voting
 391 faculty at rank of professor shall consider whether to recommend renewal or non-renewal of the
 392 appointment of a research professor. Faculty with instructional titles outlined in Section 24–34,
 393 Subsection B shall be considered by voting faculty who hold a professorial rank or instructional title
 394 superior to the person under consideration. The voting faculty of an academic unit may, by majority
 395 vote, delegate authority to recommend the renewal of affiliate or clinical faculty, research associate,
 396 or annual or quarterly part-time lecturer appointments to an elected committee of its voting faculty. In
 397 an undepartmentalized college or school, this delegation may be made to an elected committee of its
 398 voting faculty. The delegation:
- 399 1. Does not alter faculty rank requirements for considering appointment renewals, and
 - 400 2. Shall expire one calendar year after it is made.
- 401
- 402 B. If this recommendation is a departmental one, the chair shall transmit it to the dean. If the chair does
 403 not concur in the recommendation he or she may also submit a separate recommendation.
- 404 C. The dean shall decide the matter within the time prescribed in Section 24–41 and inform the faculty
 405 member concerned of the decision.
- 406
- 407 D. If a faculty member requests a written statement of the reasons for the non-renewal of his or her
 408 appointment, the dean shall supply such a written statement within 30 days.
- 409

410 *Section 13–31, April 16, 1956; S–A 41, April 3, 1972; S–A 60, June 25, 1979; S–A 81, January 30, 1990;*
 411 *S–A 94, October 24, 1995; S–A 124, July 5, 2011; S–A 126, June 11, 2012: all with Presidential approval.*

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417 **Section 24–57 Procedural Safeguards for Promotion, Merit–Based Salary, and Tenure**
 418 **Considerations**

419

420 All procedures regarding promotion, merit–based salary, and tenure considerations outlined in the
 421 relevant sections of the *Faculty Code* must be followed. Open communication among faculty, and
 422 between faculty and administration, must be maintained in order to insure informed decision making, to
 423 protect the rights of the individual and to aid the faculty in the development of their professional and
 424 scholarly careers.

425

426 Each faculty member must be allowed to pursue those areas of inquiry which are of personal scholarly
 427 interest; at the same time, however, each faculty member must be informed of the expectations a
 428 department holds for him or her and of the manner in which his or her activities contribute to the current
 429 and future goals of the department, school, college, and University. In order to enable the faculty member
 430 to establish priorities in the overall effort of professional career development and to fulfill the University's
 431 obligations of fair appraisal and continual monitoring of faculty development, the following procedural
 432 safeguards shall be adopted in each department, school, or college.

433

434 A. Assessment of Teaching Effectiveness

435

436 To implement the provision stipulated in Section 24–32, Subsection C, the standardized student
 437 assessment of teaching procedure which the University makes available may be used for obtaining
 438 student evaluation of teaching effectiveness, unless the college, school, or department has adopted
 439 an alternate procedure for student evaluation, in which case the latter may be used. Each faculty
 440 member shall have at least one course evaluated by students in any academic year during which that
 441 member teaches one or more courses. The teaching effectiveness of each faculty member also shall

442 be evaluated by colleagues using procedures adopted within the appropriate department, school, or
443 college.

444

445 The collegial evaluation of teaching effectiveness shall be conducted prior to recommending any
446 renewal of appointment or promotion of a faculty member. In addition, for faculty at the rank of
447 assistant professor, or associate professor or professor "without tenure" under Chapter 25, Section
448 25-32, Subsection D, or with the instructional title of lecturer the collegial evaluation shall be
449 conducted every year. For other faculty at the rank of associate professor or professor or with the
450 ~~instructional~~ title of senior lecturer, or principal lecturer, or professor of practice the collegial
451 evaluation shall be conducted at least every three years. A written report of this evaluation shall be
452 maintained and shared with the faculty member.

453

454 B. Yearly Activity Report

455

456 Each department (or undepartmentalized college) shall adopt a suggested format by which each
457 faculty member will have the opportunity to provide information on professional activities carried out
458 during the prior year. These reports shall be prepared in writing by each faculty member and
459 submitted to the chair (or dean) in a timely fashion each year, and shall be used as reference and as
460 a source of information for consideration of promotion, merit salary, or tenure. These forms shall be
461 used as evidence for recommendations of promotion, merit salary, or tenure. Such information may
462 be updated by a faculty member at any time during the academic year.

463

464 C. Regular Conference with Faculty

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466 Each year the chair, or where appropriate the dean, or his or her designee, shall confer individually
467 with all full-time lecturers, assistant professors, and associate professors and professors "without
468 tenure" appointed under Chapter 25, Section 25-32, Subsection D. The chair (or dean or his or her
469 designee) shall confer individually with the other associate professors and senior lecturers at least
470 every two years, and with the other professors, ~~and~~ principal lecturers, and professors of practice at
471 least every three years. The purpose of the regular conference is to help individual faculty members
472 plan and document their career goals. While the documentation of those goals will be part of the
473 faculty member's record for subsequent determinations of merit, the regular conference should be
474 distinct from the merit review pursuant to Section 24-55.

475

476 At each such conference, the chair, dean, or his or her designee, and the faculty members shall
477 discuss:

478

- 479 1. The department's present needs and goals with respect to the department's mission statement
480 and the faculty member's present teaching, scholarly and service responsibilities and
481 accomplishments;
- 482
- 483 2. Shared goals for the faculty member's teaching, scholarship and service in the forthcoming year
484 (or years, as appropriate) in keeping with the department's needs and goals for the same period;
485 and
- 486
- 487 3. A shared strategy for achieving those goals.

488

489 The chair, dean, or his or her designee and the faculty member shall discuss and identify any specific
490 duties and responsibilities expected of, and resources available to, the faculty member during the coming
491 year(s), taking into account the academic functions described in Section 24-32. The chair, dean or his or
492 her designee should make specific suggestions, as necessary, to improve or aid the faculty member's
493 work.

Approved by:
Senate Executive Committee
April 7, 2014

Class C Resolution Concerning Transgender Coverage

WHEREAS, the University Faculty Council on Benefits and Retirement has heard testimony about the need for transgender individuals to receive adequate medical coverage; and

WHEREAS, we believe that providing the best benefits at the most affordable cost is a key part of the total compensation package that affects the University's ability to hire and retain an outstanding and diverse faculty; and

WHEREAS, the Council believes that the current exclusions in all faculty health plans regarding the treatment of Gender Dysphoria, Gender Identity Disorder, Transsexualism or Transgender people's healthcare is not in keeping with current medical science; and

WHEREAS, major medical bodies support public and private health insurance coverage for treatment of gender identity disorder; and

WHEREAS, according to the testimony the University of California system, Yale, Harvard, Portland State, the University of Michigan and others extend these benefits to faculty and staff; and

WHEREAS, the states of Oregon, California, Colorado, Vermont, Connecticut, and Washington DC, require insurance companies to offer these benefits; and

WHEREAS, coverage is currently available to Group Health and City of Seattle employees and to UW undergraduate students; therefore,

BE IT RESOLVED, that the University of Washington Faculty Senate recommends that the State of Washington offer the needed benefits to transgender people.

Submitted by:
Faculty Council on Benefits and Retirement
April 7, 2014

Approved by:
Senate Executive Committee
April 7, 2014