

UNIVERSITY OF WASHINGTON

Office of the Faculty Senate

May 18, 1994

Dear Colleague:

It is very likely that you will soon have the opportunity to vote on the long-anticipated revision of faculty adjudication procedures--Chapter 28 of the Faculty Code. The revised procedures are critically important--perhaps the most important single piece of legislation this faculty has considered in many years. We are writing you now because of the inopportune timing of the prospective faculty vote. The ballot and its accompanying 40-page revision are likely to arrive just as you are in the midst of reading final exams and term papers. Why is this legislation so significant?

These revisions offer far greater protection to faculty and others in the university community. For example, under the existing code, a dean may take disciplinary action against a faculty member (including dismissal) before the faculty member has had an opportunity to respond to accusations at a hearing. Some especially visible discrimination and harassment cases highlighted the fact that the current code excluded alleged victims from the proceedings, creating strong perceptions of unfairness. The proposed revisions establish procedures that correct both of these situations. In addition, this legislation would finally bring our adjudication procedures into compliance with state law, as spelled out in the Administrative Procedures Act (APA) of 1989.

The revised procedures were approved by the Senate with a healthy majority at its meeting on May 12 and were unanimously approved by the Senate Executive Committee on May 16. The legislation returns to the Senate for a second reading on May 26, but it cannot be further amended. If the Senate approves the draft at that time, you will receive it as a ballot within fourteen days (the Faculty Code sets the time limits). All this means that you will be asked to consider and vote on this complex legislation at a very busy time of the year. We tried hard to avoid this, but the Senate was not able to work out suitable compromises sooner.

We know that the timing of this vote will be inconvenient. To make your life a little easier, we have added a step. Rather than wait until early June to introduce you to this lengthy document, we are now sending you a narrative summary of the major changes proposed in Chapter 28. Also included are flow charts that compare the old and new procedures. Should the legislation clear the Senate on May 26, you will be sent ballots, the mandatory pro and con statements, and a copy of the text of the new adjudication

