

BASIC CONCERNS OF THE 1991 FACULTY CODE PROCEDURES TASK FORCE

Certain basic characteristics are necessary and desirable for the University's faculty adjudication process, which should:

- "A. Be fair and impartial, in fact and in appearance;
- "B. Be expeditious;
- "C. Promote consistent resolution of similar issues over time;
- "D. Satisfy requirements of the Faculty Code, Administrative Procedures Act (APA) and other relevant State and federal laws and regulations; and
- "E. Promote dispute resolution in the least acrimonious manner and at the earliest and least formal level possible."

The Task Force believed "that the current faculty adjudicative processes. . . contribute unnecessarily to a perception of separation and lack of common interest on the part of faculty and administrative participants. In significant part, this undesirable result may be a function of a process structured so that faculty involvement in disciplinary cases occurs only after a disciplinary action already has been announced by the dean. Thus, the hearing committee's role is seen as one of reviewing an administrative decision already made -- a 'watchdog' function -- rather than one of active participation in arriving at such decisions."

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