

UNIVERSITY OF WASHINGTON  
FACULTY SENATE  
FACULTY COUNCIL ON FACULTY AFFAIRS

The Faculty Council on Faculty Affairs met on Tuesday, June 2, 1992 at 1:30 p.m. in the Faculty Club. Chair Charles Hirschman presided.

**PRESENT:** Professors Hirschman (Chair), Andrews, Brandt, Hopkins, and Martin; ex officio members Ehreth, Johnson, Olswang and Yung; guests Professors Norman Rose, Julie Stein and Bonnie Worthington-Roberts.

**ABSENT:** Professors Ammerlahn,\* Benjamin\* and Gale; ex officio members Helleloid,\* McFeron,\* and Spratlen.\*

\* Excused.

**Announcements**

The Chair announced that Professors Scott Eberhardt, Joan Ehreth, Joan Fitzpatrick, Warren Guntheroth, and John Stewart have been elected as members of the Council for 1992-93.

**University's policies on family leaves and their impact on the tenure clock**

The Council began consideration of the May 6, 1992 letter from Vice Provost Olswang to Professor Julie Stein, Chair of the Special Committee on Faculty Women, on this issue (attached). Professor Stein said that the Special Committee will meet on June 3 to approve a memo to the Faculty Senate supporting the policy proposed in Dr. Olswang's letter.

Dr. Olswang said the University is attempting to develop a policy that recognizes the time taken away from research efforts by faculty members in situations where infant care or family care is the issue. Many women faculty do not take the optional leaves available but they still have the same family obligations that limit their academic progress. The proposed policy would allow a person who has family care responsibilities to take one year off the tenure clock even if they do not take leave. The policy would apply to adoption as well as childbirth and to men as well as women faculty, i.e., both parents could receive an additional year off the tenure clock for each child.

Dr. Stein noted that the burden is on the faculty member to petition for the additional year of tenure consideration.

In response to a question concerning care for elderly family members, Dr. Olswang said that although this proposal stressed childcare, it could also apply to elder care; where there is a legitimate cause the problem is the same. Professor Stein noted in this regard that the Special Committee suggested the inclusion of care of all family members as a next step in the policy. Dr. Olswang said he agrees with that suggestion.

Dr. Olswang raised the question of whether a Code change was in order in light of this policy. He expressed the view that it is unnecessary since it is an administrative decision that could be reflected elsewhere in the Handbook. He also said that it is the Administration's hope that this policy can be included in a brochure containing childcare information and explaining the tenure clock issue to be made available in September 1992 for new faculty. Faculty Senate Chair Rose said the decision on codification depends on how comfortable the faculty are with uncodified policy particularly given the inevitable changes with time of the parties making such agreements. The Council should decide how firm this policy will be in the University's procedures. In response, Dr. Olswang said that a document lodged with the Faculty Senate in response to the Special Committee on Faculty Women's endorsement would be sufficient documentation. The Chair said that the Council's minutes would be the record of its collective satisfaction with the policy and with the anticipated brochure. A letter can be written to the Senate Chair for endorsement by the Senate Executive Committee and become part of the larger record.

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