

UNIVERSITY OF WASHINGTON FACULTY SENATE  
FACULTY COUNCIL ON FACULTY AFFAIRS

The Faculty Council on Faculty Affairs met on Friday, December 10, 1993 at 12:30 p.m. in the Faculty Club. Chair John Stewart presided.

**Present:** *Professors* Ammerlahn, Derouen, Dobel, Eberhardt, Ehreth, Fitzpatrick; *ex officio members* Morishima, Olswang; guests Geier, Ray, Brooks

**Absent:** *Professors* Leiren\*; *ex officio members* Ferrill\*, Zagona, Oda\*, McFeron, Jurgensen

\* excused

**Approval of minutes**

The minutes of December 1 were approved as corrected. Corrected copies of the minutes will be distributed to members.

**Chapter 28 revisions (chair)**

The chair reported that the revised Chapter 28, as amended, had been passed by the Senate Executive Committee and sent on to the Senate. The following amendments were defeated:

Faculty-only hearing committees, 9-0.

Deletion of non-party participants of right, 9-0.

Deletion of committee's ability to recommend monetary damage awards, 9-0.

Change of burden of proof to clear and convincing evidence, 9-0.

The amendment to 25-71 with the Faculty Affairs addition: "solely on the written record.." passed 8-1. The Senate Executive Committee agreed that Karen Boxx should be charged with drafting the appropriate language for 25-71. The SEC also stipulated that the records for adjudication proceedings shall be kept with the Secretary of the Faculty.

John Junker was elected as the new vice chair of the Senate. He has expressed interest in focussing on the approach towards burden of proof and the super majority amendment.

The issue of specifying the gender/ethnic makeup of the hearing committee based on the adjudicant was raised. One member pointed out that to have a strict diversity requirement based on a quota may not be a good idea, to do so is to assume that members of the hearing committee that have similar characteristics are advocates, which isn't necessarily the case. But the Special Committee on Minority Faculty Affairs is especially concerned that Ch. 28 as now amended might permit a panel adjudicating a case involving a person of color might conceivably be made up entirely of white males. Language in the current revision makes this highly unlikely, but not entirely impossible. It was proposed that the adjudication panel (24 members) be made up of diverse ethnicities and have equal gender representation, so that persons of color will be available when a hearing committee is chosen. Professor Morishima will submit a proposal to this effect to the Senate.

**PTAC Report Discussion**

The chair discussed the FCFA's response to the 1993 PTAC report. Last year's Council discussed the report and drafted a reply, but it is unclear whether the FCFA response has been transmitted to the Provost. It was suggested that the Council may want to talk about votes for postponement and use of outside reviewers in teaching evaluations. This issue was tabled until the status of last year's FCFA response has been verified. Vice Provost Olswang commented that the PTAC report is not a matter of urgency.

**Openness of Tenure and Promotion**

Vice Provost Olswang drafted language for this amendment which the Council reviewed. The initial paragraph indicated that a faculty member would be advised of the rationale for promotion and tenure decisions only when the decision was negative. This paragraph was deleted and the second paragraph changed to reflect that faculty will be advised of the rationale behind all promotion and tenure decisions, positive and negative.

Another element of the amendment that was discussed was the chair's opinion, and whether or not the faculty member in question should be advised of the the chair's opinion as part of the faculty summary, individually, or not at all. The argument was made that since the chair would be a part of the department's discussion, his/her opinion would automatically be included in the summary presented to the faculty member. The opposing argument was that since the chair often has a great deal of influence, it is in the faculty member's interest to be advised of his/her opinion separate

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