

CORRECTED

UNIVERSITY OF WASHINGTON FACULTY SENATE
FACULTY COUNCIL ON FACULTY AFFAIRS

The Faculty Council on Faculty Affairs met on Wednesday, December 1, 1993 at 10:30 a.m. Chair John Stewart presided.

Present: *Professors* Derouen, Eberhardt, Ehreth, Fitzpatrick, Leiren; *ex officio members* Morishima, Olswang, Jurgensen

Absent: *Professors* Ammerlahn*, Dobel; *ex officio members* Ferrill, Zagona, Oda*, McFeron

*excused

Approval of minutes

The minutes of November 19 were corrected to show that Professor Leiren was present, not absent. The minutes were approved as corrected.

Chapter 28 Revisions

The chair reported that 2 additional amendments to Chapter 28 were discussed at the Senate Executive Committee meeting. The first amendment calls for a Faculty Advisory Committee to the Provost, made up from members of the adjudication panel, in the event that the Human Rights Office refers a case for adjudication to the Provost's office. There is currently a provision for such an analogous committee at the dean's level. The argument for insertion of this additional step is to provide a faculty checks/balance, rather than the HRO and Provost's office acting to initiate adjudication on their own. To allow for this committee to perform its function, the deadline would be extended from 30 to 45 days.

The second amendment eliminates the possibility of adjudication with only three members. All panels would be required to have five members.

The chair stated that the revised and amended Chapter 28 is not yet ready to be sent to the Faculty Senate. At the Senate meeting on December 2, presentations will be made to the senators, regarding the history of Chapter 28 and the process of its revisions. At the SEC continuation meeting on December 9, the other four amendments will be discussed: eliminating non-faculty participation, quantum of proof, eliminating non-party participants of right, and removal of ability of adjudication panel to grant monetary damages. If these amendments pass, the net effect will be to change the old Chapter 28 very little.

A discussion ensued about the advantages or disadvantages of a Faculty Advisory Committee to the Provost. While it was pointed out that it is not inappropriate for the Provost to receive advice, the concern was that the Faculty Advisory Committee may, without strict guidelines, conduct a "mini" adjudication. If that occurred, time would be added, and the case could possibly go forward with a bias for or against the faculty member involved. The council agreed that an amendment to the amendment, specifying limitations to the Faculty Advisory Committee, was necessary.

The motion was made and seconded that the following amendment be made to 28-32a: "The Faculty Advisory Committee shall advise [based solely on the written record of the investigation.]" ([] indicates Council's addition).

The motion was carried unanimously.

Professional Staff Representation on Faculty Councils

The chair reported that he had spoken with Margot Ray and John Pettit. Both were concerned that the PSO would be responsible for recommending membership to Councils. Ray and Pettit suggested that such a policy would be analogous to the AAUP having responsibility for recommending faculty membership to administrative boards. They made the argument that professional staff may not feel represented by the PSO; its membership is by choice and does not encompass all professional staff. Ray and Pettit also suggested that the President's office should

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