

# (BRIEF LOOK AT) THE UNIVERSITY OF WASHINGTON FACULTY CODE

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Mike Townsend  
Secretary of the Faculty



# **Purpose of Presentation**

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**-Provide a context for your further interaction with the Faculty Code.**

**Caveat: My Office is not charged with “interpreting” the Faculty Code (or any other rule or regulation). Having said that, I do field questions and provide advice and information based on my experience on how things have been interpreted and implemented. Having said that, I am not the only person doing that. Others include the Office of Academic Personnel.**

# What “is” the Faculty Code?

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## Two Basic Views

(1) An employment document. One major university says: “The Faculty Code, together with Procedures for the Implementation thereof, constitute the formal statement of the rights and privileges, and the responsibilities, of the academic personnel of the University.”

(2) A (shared-)governance document. Another university says: “This code is based on the premise that both administrators and faculty share responsibility to create a climate suitable for scholarship, research, effective teaching and learning, and service.”

In any case, Washington State case law suggests that the Faculty Code has contract status.



## From where does it come?

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A mechanism for producing, amending, and implementing our Faculty Code was set up pursuant to authority resulting from a sequence of delegations of authority from citizens, to legislature, to Regents, to President to faculty and administrators. The Code was promulgated in 1956.

**NOTE:** The web version can be found at [Faculty Code and Governance TOC \(washington.edu\)](#) .



## **What does it cover (part one)?**

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- > Content comes from both the employment and governance point of view.**
- Employment point of view: Definitions of coverage (i.e. (voting) faculty), provisions on terms, conditions, and course of employment of faculty (hiring, firing, promotion, compensation, job duties and performance evaluation), procedures for dispute resolution (i.e. discipline of faculty and grievance by faculty).**
- Governance point of view: Describes mechanisms for joint discussion and rule-making.**



## **What does it cover (part two)?**

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**>It is important to understand that as an employment document, it is not complete. For example, it does not contain detailed information on sabbaticals.**

**>It is important to understand that as a governance document, it is one of many, including, for example, Executive Orders.**

