

Faculty Code and Faculty Rights Workshop

Event Info

Time: Feb 21 (Wednesday), 2024 12:30 -1:30 PM
Zoom only

Program Info

- Role of Faculty Code: Employment document & shared-governance document
- Faculty rights: Walkthrough of key sections of Faculty Code & Executive Orders (e.g., P&T criteria and faculty grievances)
- Tri-campus shared governance structure: Where we came from, challenges, & where we hope to go
- Understanding legal speak of Faculty Code
- Q&A

When was your last time to read the [UW Faculty Code](#)?

Do you know your rights as a UW faculty member as specified in the Faculty Code?

Do you know that Faculty Code is both an employment document and a shared-governance document?

Do you find it difficult to understand the Faculty Code?

To help UWT faculty, particularly junior faculty and new faculty, to understand the role of Faculty Code in the UW workplace, the Faculty Assembly is offering a Faculty Code & Faculty Rights 101 Workshop over Zoom. Dr. Surya Pathak from Bothell, the Chair of Faculty Council on Tri-Campus Policy, is our featured speaker. We're grateful for the support from the Vice Provost for the Office of Academic Personnel, Dr. Nafukho, for sharing new academic leader onboarding slides.

Speech Notes

Part 1. Role of Faculty code: Employment document & shared governance document

Huatong Sun, Chair of Faculty Assembly

Good afternoon, everyone. Thanks for taking the time out of your busy schedule in a hectic winter quarter join us.

Please consider this as a study session. This is why we call this a workshop as we're learning from each other. Our speeches today will be providing the interpretation from the faculty governance side, and the administration might have slightly different views. As faculty, we want to help each other.

I'm going to present [the slides of the faculty code](#) included in the new academic leader onboarding decks. Thanks for the support from the Vice Provost for the Office of Academic Personnel, Dr. Nafukho, for sharing the decks with us.

The slides I'm reading through were created by Professor Mike Townsend, the Secretary of Faculty. It is a brief view, and Dr. Pathak will cover more details in the walkthrough section.

This brief view tells us the following things:

1. Professor Townsend's office is not charged with "interpreting" the Faculty Code (or rules and regulations). But as the Secretary of the Faculty, he is happy to field questions, provide advice, and assist in interpreting the Faculty Code, along with the Office of Academic Personnel. I worked with Professor Townsend for a petition case in the past as someone who had no idea about the Faculty Code, and I found he is super helpful and trustworthy through the process.
2. Faculty Code can be viewed in two ways
 - An employment document
 - One major university quotes: "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."
 - A shared governance document
 - One major university quotes: "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"
 - Important note to remember: Washington State case law suggests that the Faculty Code has contract status. So, if you haven't read Faculty Code, please do now and read closely—you already signed this contract.

3. Where does it derive?
 - A mechanism for producing, amending, and implementing the 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.
 - You can find the Faculty Code website at the following link:
 - <https://www.washington.edu/admin/rules/policies/FCG/FCGTOC.html>
4. What does the faculty code cover?

Its 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 rulemaking.
5. It is important to understand that as an employment document, faculty code is not complete. For example, it does not contain detailed information on sabbaticals. Also as a governance document, it is part of many policy documents in addition to the Executive Orders, which will be covered by Dr. Pathak later in this workshop.

Part 2. Faculty rights: Walkthrough of key sections of faculty code & executive orders

It's our honor to have Dr. Pathak as our featured speaker to walk us through the challenging reading of the faculty code. Surya is a Professor of Operations and Supply Chain Management from the School of Business in Bothell, and he is an Adjunct Professor at the School of Nursing and Health Studies. He is a Distinguished Research Scholar (Lifetime Award) of the University of Washington, Bothell. He is the Chair of the Faculty Council on Tri-Campus Policy (FCTCP) this year and a member of the Faculty Senate Executive Committee. He did a great informative video to explain the tri-campus faculty governance structure last year, through which I found his expert reading skills of the Faculty Code. I'm putting the link in the chat. Please do watch it when you have time.

<https://www.uwb.edu/gfo/faculty-governance-structure-at-uw-tri-campus>

Dr. Pathak: Thank you. It's an honor to be here. While I'm here as a FCTCP chair, I'm really here as a faculty just like you and I had no interest in administration. I came into this, because in our school, we faced certain situation, and I was the faculty council chair, the elected Faculty Council chair. It was a mind-boggling experience to see how much of the structure the university actually provides, because I wasn't aware of it, and shame on me. But just like a good student, I did my homework, and that landed me into this job, completely unintentionally. I did not want to do it, but it was a calling that you know I must serve my university, and I must serve my fellow faculty members across the three campuses. We are one UW, so today whenever I speak, I

speaking as one of you. It is my personal interpretation. So every mistake is mine, and UW doesn't owe any. UW is not liable for anything I say, and hopefully I'm just trying to understand this and share what I understand.

I think Huatong was right. When in doubt about the Faculty Code, the Office of Academic Personnel (OAP) website (<https://ap.washington.edu/>) is the place to go.

From the OAP website, you can find a lot of information under the link of academic HR, you will find Sabbaticals, and all sorts of things are in there. This is something that you should spend time looking at it. I know we are so busy with research, so busy with teaching, so busy with other supporting activities, service, and hiring—God saves us... **But this is also part of self-care you as a faculty, you should know what the university provides you as resources.**

Today my goal is to show you some of the resources. I've been here since 2008, I've gone through the whole cycle, as an assistant professor, associate professor to full professor, now doing administrative services at the campus level. University has a lot of resources, and I feel that it would have served me better if I had known. And I'm not blaming anyone, because I think that you know a lot of this effort should come from the faculty themselves to know what are my rights. And I'm very glad to see Tacoma taking up a workshop format where we can freely share this information.

Then go to [UW Policy Directory](#) website which houses the faculty code. This is one place you should bookmark—the homepage for everything of UW policy wise. If you look into this, it looks really daunting and lots of stuff you know may not apply to you at all. But this is you know where you can find links to almost everything.

The screenshot shows the UW Policy Directory website. At the top, there is a navigation bar with links for 'UW HOME', 'DIRECTORIES', 'CALENDAR', 'LIBRARIES', 'MAPS', and 'MY UW'. The main heading is 'UW Policy Directory'. Below the heading, there are two tabs: 'Search by Keyword' and 'Recently Updated'. A search bar is present with the text 'ENHANCED BY Google' and a search icon. On the right side, there is a vertical list of policy categories under the heading 'CHOOSE A RESOURCE':

- ADMINISTRATIVE POLICY STATEMENTS (APS)
- BOARD OF REGENTS GOVERNANCE (BRG)*
- EMPLOYMENT AND ADMINISTRATIVE POLICIES (EAP)*
- FACULTY CODE AND GOVERNANCE (FCG)*
- PRESIDENTIAL ORDERS (PO)*
- STUDENT GOVERNANCE AND POLICIES (SGP)*
- WASHINGTON ADMINISTRATIVE CODE: TITLE 478 WAC - UW RULES (WAC)

Below the search bar, there is a section titled 'Need more information?' with the text 'Here are additional links to other UW policy resources:'. This section contains a grid of links:

- Academic Human Resources Policies
- Biosafety Manual
- Emergency Response Management Plan
- Equal Opportunity/Affirmative Action Policies
- Ethics Guide
- General Catalog
- General Records Retention Schedule
- Graduate School Memoranda
- Grants Information Memoranda
- Human Resources Policies
- Human Subjects Policies
- ICA
- Information Security Policies
- IT: Appropriate Use
- Laboratory Safety Manual
- Libraries Policies
- Privacy Policies
- Radiation Safety Manual
- UW Sustainability Action Plan
- UW Medicine Compliance Policies
- UW Medicine Policies
- UW Profiles
- UW Trademarks and Licensing Policies
- UW-specific Statutes: Chapter 28B.20 RCW
- Visa Options for UW Academic Personnel

At the bottom of the page, there is a footer with the text 'University Policy and Rules Office', 'rules@uw.edu', and 'Last Modified: 03/13/2024 00:27:10'. There are also links for 'Back to Top', 'Privacy', and 'Terms'.

If you see from the right side, you can actually see your faculty code. If you click on "Faculty Code and Governance (FCG)" it will take you to the different Senate By-laws, faculty code, what's the definition of a university faculty? What are the faculty charged with? For example, the president actually charges the university faculty with certain tasks.

UW Policy Directory

Search by Keyword

CHOOSE A RESOURCE

Policy Directory

Faculty Code and Governance

[Introduction to Faculty Code and Governance](#)

- 10** [The University Faculty](#)
- 20** [Faculty Code](#)
- 30** [Senate By-Laws](#)
- 40** [Faculty Councils, Committees, & Representatives](#)
- 50** [Policies Relating to Terms and Conditions of Employment](#)

ADMINISTRATIVE POLICY STATEMENTS (APS)

BOARD OF REGENTS GOVERNANCE (BRG)*

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As to the faculty code, we are talking about this link and now you can go and see from chapter 21, chapter 22, 23, and go down to chapter 29, which are the amendments.

UNIVERSITY of WASHINGTON UW HOME | DIRECTORIES | CALENDAR | LIBRARIES | MAPS | MY UW

UW Policy Directory

Search by Keyword CHOOSE A RESOURCE

Policy Directory > FCG Home

Faculty Code and Governance

Faculty Code

- Chapter 21 [Organization of the University Faculty](#)
- Chapter 22 [Constitution of the Faculty Senate](#)
- Chapter 23 [Colleges, Schools, and Departments](#)
- Chapter 24 [Appointment and Promotion of Faculty Members](#)
- Chapter 25 [Tenure of the Faculty](#)
- Chapter 26 [Financial Emergency and Procedures for Elimination of an Academic Program](#)
- Chapter 27 [Administrative and Conciliatory Proceedings for the Resolution of Differences](#)
- Chapter 28 [Adjudicative Proceedings for the Resolution of Differences](#)
- Chapter 29 [Amendment of the Faculty Code](#)

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 rules@uw.edu
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Rights of Individual Faculty Members

There are two chapters that I would like to talk about today briefly. That is critical, that if you don't read anything else, please go through these 2 chapters.

- a. [Chapter 24: Appointment and Promotion of Faculty Members](#)

First one is Chapter 24, which is Appointment and promotion of faculty members. This is what tells you about tenure and promotion at all ranks. And you should clearly read this because the way the University of Washington operates is that you have a general faculty code, and then

every school within the tri-campus has their own promotion and tenure guideline document. So essentially you should be following that whole chain up. And what is at your school level should be clear. If it's not clear to you, you should ask your school representative, be that your department chair, your division chair, your dean, or your senior faculty, to ask what does this mean? You, as a faculty, should have it clear as what is expected of you. **It's a contract, but that means you need to know what exactly that contract is.**

At the FCTCP, we have taken our project this year where we have reached out to faculty to ask for their feedback on what is not clear, what is not working. And thank you for providing that feedback. We're going to try to sort it out, with respect to two levels. There are some school level issues, but what we really try to address is the systemic issue, the tri-campus issue. You should study this part of code closely for your own benefit.

For example, [chapter 24-32](#) is an important one. It tells you about scholarship and the creative function of the university faculty. When you write your promotion dossier, you should adhere to this. Though every campus and every school will have its own criteria, in general this is the overarching principle or contract that you signed on. Make sure you are familiar with this at all ranks and then if there are any Presidential Order on top of that. I cannot emphasize enough. Please read this, based on your appropriate rank order that you are looking at. Please make sure you're familiar with this. One more example, what constitutes good teaching? There are descriptions given here. 6 or 7 different criteria are clearly spelled out. It is particularly important that you refer to the guidelines in your narrative.

b. [Chapter 28: Adjudicative Proceedings for the Resolution of Differences](#)

This is where you know you are talking about adjudicative proceedings for the resolution of differences. In any organization you may have differences in opinions, or what we will call, in plain speak, grievances, so **faculty are allowed to file grievances at an individual faculty level.**

Chapter 28 is the legal speak. This tells you who is who, what you can do, what you cannot do, the data, how the process actually works, and how the resolution happens. I'm not going to read through this; this is your homework. So, you should spend some time familiarizing yourself but know that it's your right to file the grievance. And within grievance, there are different kinds of grievances, including short-term grievances (i.e., brief adjudication) and long-term grievance (i.e., comprehensive adjudication). The university requires hiring an external attorney who would have to come and do the impartial hearing as the hearing officer (who acts like a judge but doesn't rule. The ruling will be done by a committee of faculty jurors selected from the [faculty adjudication panel](#)).

As a faculty, the University gives us the right to file for your grievances, and the grievance can be filed for anything that prevents you from doing your job. That's the contract you signed. So please familiarize yourself with this. Please note one thing is that the grievances ultimately lands upon the President's desk, and the President has the full power to adjudicate in the end, taking into the advice from the counsel, from an Attorney General, from a panel committee, whatever the case-to-case basis might be. But this is something university provides us with, and it could be related to even the grievance of the faculty office space. However, you cannot use this as a collective action, which means that, as a school, you cannot grieve. What the faculty code provides is more for individual action.

Faculty Governance Issues

c. [Chapter 23: Colleges, Schools, and Departments](#)

Chapter 23 is very important if you are looking into governance related issues in your schools. Especially, [Chapter 23-45, Authority to Determine Organization and Procedure](#). This section's ABCD clauses are tied into Presidential Executive Orders.

I'd like to doff my hat, an imaginary virtual hat... at this process. The university was set up almost 100 years of history before 1956, when the faculty code came up. Many generations have gone before us: They had experience and have created a platform for us. And we continue to improve it through our Senate actions, but it is of no use if we're not familiar with what the resources are. It behooves us to actually use it and familiarize it ourselves and demand for our rights because these are rights given to us.

Let's go back to our original policy page. On the right hand side there are some other tabs, the Presidential orders. I'm going to click on this one, and you will find that there are two kinds, [Executive orders](#) and [Administrative orders: Delegations of authority](#).

The screenshot shows the 'UW Policy Directory' website. The header includes 'UNIVERSITY of WASHINGTON' and navigation links: 'UW HOME', 'DIRECTORIES', 'CALENDAR', 'LIBRARIES', 'MAPS', 'MY UW'. The main title is 'UW Policy Directory'. Below the title is a search bar labeled 'Search by Keyword' and a 'CHOOSE A RESOURCE' dropdown menu. The main content area is titled 'Policy Directory' and 'Presidential Orders'. It contains a link for 'Introduction to Presidential Orders' and two sub-sections: 'Executive Orders' and 'Administrative Orders: Delegations of Authority'. A right-hand sidebar lists various resources: 'ADMINISTRATIVE POLICY STATEMENTS (APS)', 'BOARD OF REGENTS GOVERNANCE (BRG)*', 'EMPLOYMENT AND ADMINISTRATIVE POLICIES (EAP)*', 'FACULTY CODE AND GOVERNANCE (FCG)*', 'PRESIDENTIAL ORDERS (PO)*', 'STUDENT GOVERNANCE AND POLICIES (SGP)*', and 'WASHINGTON ADMINISTRATIVE CODE: TITLE 478 WAC - UW RULES (WAC)'. At the bottom of the sidebar is a 'PRINT THIS PAGE' button and a note: '*Formerly part of the University Handbook'.

The President himself or herself cannot do the job that's expected of authority, and thus the delegation. The Provost is delegated to do something. There are many variations of authority including faculty or legal affairs, so you know who does what. If you want to know that and then University, you can come here and see what the President delegates to.

The screenshot shows the University of Washington Policy Directory website. The header includes the university name and navigation links. The main content area is titled 'UW Policy Directory' and features a search bar and a 'CHOOSE A RESOURCE' dropdown menu. The 'Presidential Orders' section is highlighted, listing ten categories of administrative orders. A sidebar on the right contains links to various policy categories, and a footer note indicates that some resources were formerly part of the University Handbook.

UNIVERSITY of WASHINGTON | UW HOME | DIRECTORIES | CALENDAR | LIBRARIES | MAPS | MY UW

UW Policy Directory

Search by Keyword | CHOOSE A RESOURCE

Policy Directory > PO Home

Presidential Orders

Administrative Orders: Delegations of Authority

- [1 Business and Financial Affairs](#)
- [2 Civil Disorders](#)
- [3 Legal Actions](#)
- [4 Grant and Contract Awards and Amendments for Research, Development, Service, and Training](#)
- [5 Delegated Authority for Gifts to the University](#)
- [6 Personnel Actions](#)
- [7 The Senior Vice President for Planning and Management](#)
- [8 Oversight Responsibility for Regent-Level Capital Projects](#)
- [9 The Executive Vice President for Finance & Administration](#)
- [10 The Vice President for Student Life](#)

ADMINISTRATIVE POLICY STATEMENTS (APS)
BOARD OF REGENTS GOVERNANCE (BRG)*
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But the most interesting one are the executive orders. If you go through this whole Policy Directory, you will see that the Board of Regents ultimately has the entire power, and that is based on the Washington State law. The Board of Regents could overturn a Presidential decision, but then the President has the power, and then the President delegates that power.

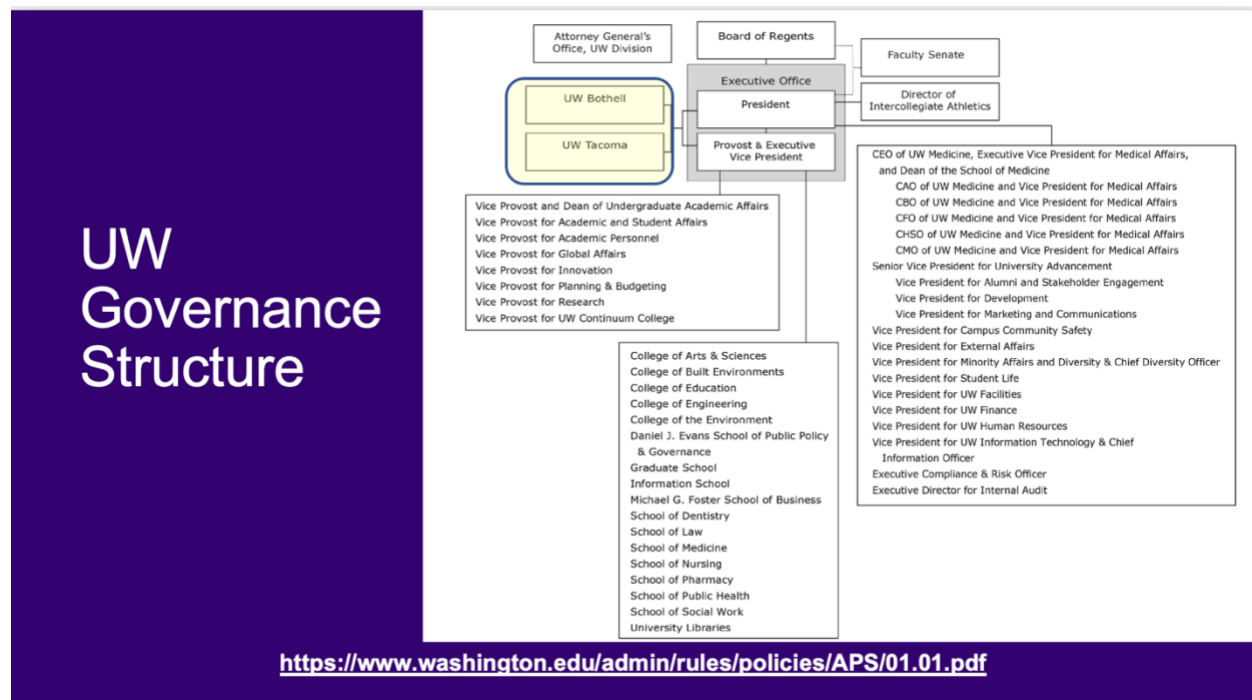
There's a hierarchy in which power delegation has happened and has been bestowed upon people in this environment.

<p>Policy Directory > PO Home</p> <h2>Presidential Orders</h2> <hr/> <h3>Executive Orders</h3> <ul style="list-style-type: none">I Directors and Chairs*II Authorization for the Faculty to Share in the Formulation of Rules*III Organization of the Faculty*IV Legislative Authority of the Faculty*V Faculty Authority Concerning Appointment, Promotion, and Tenure*VI Campuses, Colleges, Schools, and Departments: Definitions*VII The Graduate School: Definitions*VIII Presiding Officers of Colleges, Schools, and Departments*IX Campuses, Colleges, and Schools*<ul style="list-style-type: none">1 The Office of the President3 Executive Order and Administrative Order Procedure4 The Provost6 The Chief Executive Officer (CEO), UW Medicine and Executive Vice President for Medical Affairs and Dean of the School of Medicine, University of Washington7 The Vice President for Minority Affairs8 Classified, Proprietary, and Restricted Research9 The Vice President for Human Resources11 The Vice President for External Affairs12 The Deans13 Environmental Stewardship and Sustainability14 Chancellor, UW Bothell and UW Tacoma	<p>ADMINISTRATIVE POLICY STATEMENTS (APS)</p> <p>BOARD OF REGENTS GOVERNANCE (BRG)*</p> <p>EMPLOYMENT AND ADMINISTRATIVE POLICIES (EAP)*</p> <p>FACULTY CODE AND GOVERNANCE (FCG)*</p> <p>PRESIDENTIAL ORDERS (PO)*</p> <p>STUDENT GOVERNANCE AND POLICIES (SGP)*</p> <p>WASHINGTON ADMINISTRATIVE CODE: TITLE 478 WAC - UW RULES (WAC)</p> <p>PRINT THIS PAGE</p> <p>*Formerly part of the University Handbook</p>
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Part 3. Tri-Campus Shared Governance structure: Where we came from, challenges, & where we hope to go

If you look at these executive orders, there are some really interesting ones that apply to the Tacoma and Bothell campuses. So I'm going to actually switch to [a PowerPoint and talk about three specific executive orders](#): Executive Orders (EO) V, IX, and 12 (Note: Executive Orders are numbered in two numeric systems: Roman numbers and Arabic numbers. Please pay attention to this difference. EO II and EO 2 are two different orders.)

Executive Orders (EO) V, IX, and 12 are three executive orders that tell you what it means to be a Tacoma and Bothell campus. Below is the UW **current** governance structure, as found from this website: <https://www.washington.edu/admin/rules/policies/APS/01.01.pdf>



You'll see that Bothell and Tacoma are like these 2 blocks. And then you have all these different schools, and vice provosts and everything you know did not exist in the past. Before we got to 1990, when the legislative action wanted to essentially serve the State of Washington better, especially in rural Puget Sound areas, and Bothell and Tacoma campuses were developed so that UW could reach out to that part of the population, and so the two campuses were started off as small experimental campuses, where founding faculty were charged to go and set up to start off in services. From there, Bothell and Tacoma have become their own being. We are not what we were 34 years back. Now these are full-fledged nationally recognized campuses with hundreds and hundreds of faculty members and thousands of students. And unfortunately, we haven't changed their viewpoint because Bothell and Tacoma are still carrying some of the legacy of the previous code structure.

Bothell now has 5 schools, and Tacoma now has 7 schools, a total of 12 additional schools. The Board of Regents actually recognize that.

1. Executive Order V

If you actually look into EO V “Faculty Authority concerning Appointment, Promotion and Tenure,” it clearly says, “.....If the Regents create colleges or schools within the campuses of the University of Washington, Bothell, or the University of Washington, Tacoma, headed by a dean, then for those UWB or UWT colleges and schools **the words colleges and schools and dean in the Faculty Code and Governance shall have the same meaning as they do at the University of Washington, Seattle.**”

Let that sink in for a second.

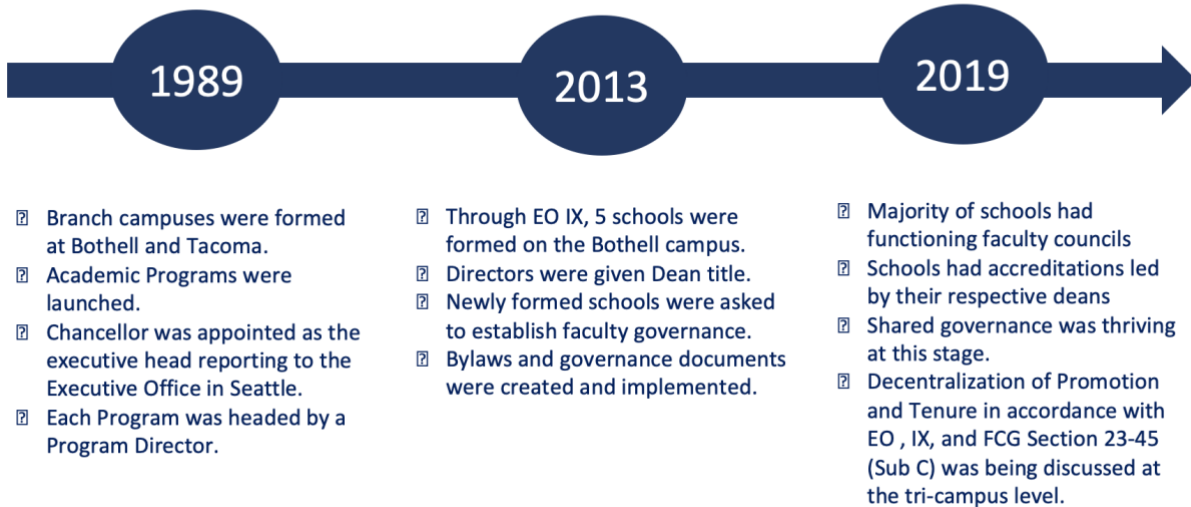
This is actually written in Executive Order V. What it means is that, oftentimes the confusion is that our Chancellor is the Dean. It used to be that way when we didn't have a significant volume in 2004. This was amended by the Regents. And 12 new schools from Tacoma and Bothell are approved by the Regents, which means each of your Deans are no different than the Deans on the Seattle campus.

Note: Now, one of the differences that we are trying to resolve. This year, FCTCP and one of the subcommittees that I'm part of is actually working on interpreting these executive orders and making sure that university operates in alignment with what they have already said what we should be doing.

For example, the business school in Tacoma is a named business school, but if it was the fact that the Chancellor is the head of the unit, then it's not a school, but a department. And your dean is not the Dean. It's a department chair or acting as a department chair. So there's a misalignment. This issue is not the first time it's been raised, but the pandemic has slowed some of those things down. We are taking it up again and working with the faculty and the University Senate leadership to align the faculty code. This is not a fight. University already talked about this, and Regents already talked about it. They all take questions in the right direction. It's a matter of implementation at this stage. Regardless, we as faculty, I wasn't aware of this. Now I am. This information is not my wording. This is from the faculty Executive Order straight up.

Historical Transition

Programs ☒ Schools



Next, historical transition. If you're thinking about 1989 when branch campuses are formed, academic programs were launched, Chancellor was appointed as executive head, reporting to the executive office in Seattle. Each program was headed by a program director. I don't know how many of you have been here pre-2012, when we didn't have schools but programs. Then in 2013, through Executive Order IX, five schools from Bothell and seven schools from Tacoma were established, directors were given the Dean title, and nearly all schools were asked to establish faculty governance, and bylaws and government governance documents were created and implemented. It could have five years before every school had an elected Faculty Council and bylaws governance document, which should be in a second generation in your respective schools because you should review it and update it as part of the governance mechanisms. And then in 2019, almost each of the 12 schools should have decentralization of Promotion and Tenure in accordance with EO IX and Faculty Code Section 23-45 (Sub C). This has been discussed with my campus level before the pandemic hit. So the idea is if you're a school, then you should function the same as Seattle. So we should have the same equitable process across the three campuses, and then each of the schools has its own variation, which is exactly how we operate. And we are a little behind in implementation, the pandemic kinda threw a monkey wrench, and Mike Townsend and I were talking about this, and I thought this might be coming back to the forefront again.

ii. [Executive Order IX](#)

So this is executive Order IX. Item 3 lists seven schools from Tacoma, and Item 4 five schools of Bothell. You can take a look at it.

3. University of Washington, Tacoma Schools

The following schools, originally authorized by distinct action of the Board of Regents in the year designated, have been established within the University of Washington, Tacoma:

Milgard School of Business (2004)
School of Interdisciplinary Arts and Sciences(2014)
School of Education (2016)
School of Engineering and Technology (2016)
School of Nursing and Healthcare Leadership (2019)
School of Social Work and Criminal Justice (2019)
School of Urban Studies (2019)

The main difference that happened previously is that for programs you will get schools with Deans and elected faculty councils. So it is fundamentally our single university, a tri-campus system. It is unique. There is almost second to none, comparing the way we operate at the UW. We're not a UC system. We operate as a single university, tri-campus system with multiple schools within those campuses. And then you have the faculty governance, and you have the administrative governance, and it's a shared governance. So when you have shared governance, it means that there is the judiciary branch, there is the President's office, and then there is the faculty side and administrators side. It is set up really logically and methodically.

Please understand that your route is that you should be working with your faculty assembly, and your faculty tri-campus council, and your faculty senate. They are here to support you—they're required to do so. And then the administrators. I'm not saying that administrators are there to oppose us and fight us. They want to work with us. Hence in the tri-campus faculty councils, we have the space for them so that we can be effective. Because **ultimately all of us want a strong UW that will serve the community and serve the students.**

iii. [Executive Order 12](#)

Presidential Executive Order 12

The deans are responsible to the Provost for all matters relating to the educational, budgetary, and administrative affairs of their units. In these matters the dean:

A. Is the representative of the Provost and also of the faculty in the college or school or the librarians of the University Libraries; and

B. Is responsible for faithful observance by the college, school, or University Libraries of the general policies of the University.

Once again, the code is very clear. The Deans are responsible to the Provost for all matters relating to the educational, budgetary, and administrative affairs of their units. In these matters the dean:

- Is the representative of the Provost and of the faculty in the college or school or the librarians of the University Libraries, and
- Is responsible for faithful observance by the college, school, or the University Libraries of the general policies of the university

So look at that, Deans are the representative of the Provost, and we have only one Provost in that system. The provost wears the chief academic officer hat, and also the Deans in the college or school or the librarians of the University Libraries are responsible for faithful observance of the general policies of the university. So the structure--one UW with multiple schools, deans and your shared faculty governance, that's the ethos that Regents wanted us to have, and that's what we're trying to implement.

iv. [Faculty Code 23-45 C](#)

What are the roles of faculty?

"Each school or college shall have an elected faculty council or councils which shall advise the dean on matters of faculty promotion and tenure, and advise the dean on matters involving academic policy, including priorities, resource and salary allocation, and budgets."

Section 23-45 Campus, College, and School Faculties: Authority to Determine Organization and Procedure

- C.** “Each school or college shall have an **elected faculty council** or councils which shall advise the dean on matters of **faculty promotion and tenure**, and advise the dean on matters involving **academic policy**, including priorities, **resource and salary allocation**, and **budgets**”.

That's what having an independent school means. Your faculty and your dean together are governing the school, working with administrators, and the administrators facilitate and implement the tenure and of promotion processes, which involves a lot of work. They are making sure the facilities work, making sure promotion and tenure process work, making sure the academic curriculum management process work. They have their hands cut out too, but the notes are very clear. Now, because we had a smaller footprint, the administrators had to do double duty at some point of time because there were not enough people to work. But now we have that, and that's the whole idea of creating schools.

Last, the summary of the implementation process.

Summary: Implementation of EO V, IX, and 12			
Categories	Current Status	Relevant EO	Remarks
Formation of Schools	YES	IX	Started in 2013
Appointment of Dean	YES	V, IX	Started in 2013
Elected Faculty Council	YES	V, Section 23-45 (Faculty Code)	Between 2013-2021
Bylaws and Governance	YES	V, IX	Between 2013-2021
Promotion and Tenure	Partial	V, Section 23-45 (Faculty Code)	Unresolved and inconsistent language
Academic Planning <small>Enrollment, Advising, Marketing, Curriculum</small>	Partial	Section 23-45 (Faculty Code)	Centralized enrollment, marketing, and advising
Hiring	Partial	Section 23-45 (Faculty Code)	Active VCAA engagement enforced
Budget Planning and Management	Partial	V, IX, 12	Top-down budgeting allocated to schools. Expense authority is not delegated
Strategic Planning	Partial	V, IX, 12	Schools have strategic Planning document however limited authority to execute

Part 4. Understanding legal speak of faculty code

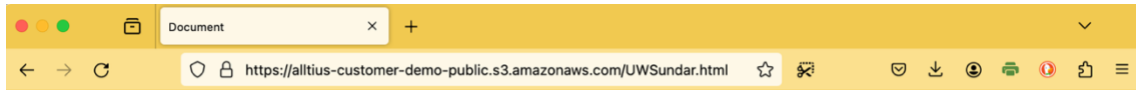
We're introducing two resources to help you understand the legal speak.

Faculty-created AI tool

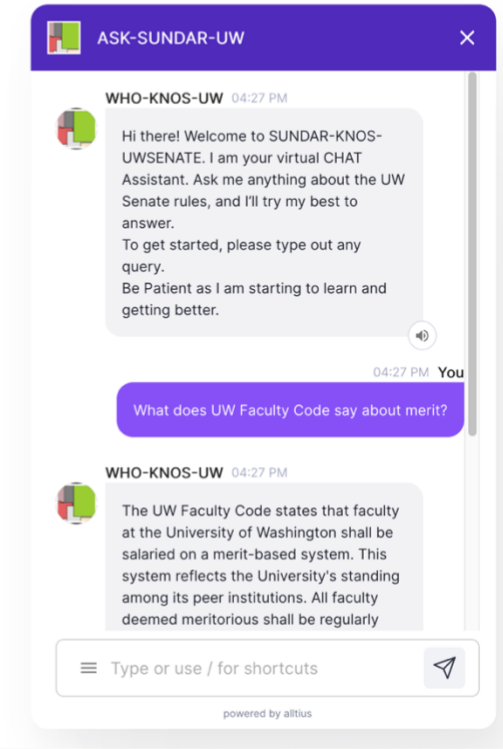
This tool is created by a UW professor at Bothell to understand the faculty code: <https://alltius-customer-demo-public.s3.amazonaws.com/UWSundar.html>

This tool is better than ChatGPT because the system is trained with UW Faculty Code data. If you run into some error, please contact the developer. Professor Sundar Balakrishnan (sundar@uw.edu) is a founding faculty member of UW Bothell since 1994, and created this tool to help faculty even though nobody asked him to do so. We're grateful for that—together we make us strong.

See the screenshot below:



This is a sample website for demo.



UW Office of the Ombud

Ombud office are required by law to maintain confidentiality. They're not your lawyer: They will not give you legal advice, but they pretty much know on both sides, faculty shared governance and President's Office. They advise them on regular basis. They have probably seen your situation before and they are phenomenally helpful. I cannot praise ombuds office enough based on my recent experiences. They are super empathetic, they will sit down with you. They will come to a meeting with you to help facilitate so sometimes. If you're not heard by your administrative side, the Ombuds office can pick up the phone and actually say now we are going to have a meeting where they can get the right people in the room. Frankly speaking, I don't think many people know and use the Ombuds Office. They are very accessible with online booking and Zoom meeting. But they are not allowed to give a legal speak because such statements could introduce a liability and a risk for both the University and faculty themselves.

If you really want legal advice, you should get a lawyer.

But in order to understand faculty code and its implications and how your situation can be handled, you have OAP, you have Ombuds Office and you have the Senate mechanism. Those are available to use. Please use that.