P76/77 HISTORY

- Policies 76 and 77 deal with the appointment and promotion of faculty.

- P76 is very out-of-date on Lecturer appointments
  - "Faculty members with Continuing Lecturer appointments are not eligible for tenure or promotion consideration or for sabbatical leave. These positions are understood to be unusual and offered only in special circumstances."

- P77 is silent on Lecturer promotion and tenure.
P76/77 HISTORY

› FAUW has been trying to negotiate better terms for Lecturers for years.
  › Policy updating at UW is broken.

› PDC in 2021 made good progress.
  › Agreed on new titles (asst/assoc/professor - teaching stream) and career path.
  › Agreed in principle on "1 in 6 " professional/scholarly development term.
    › With reduction in workload where appropriate
In early 2022, admin backtracked on 1-in-6 PPD agreements

- Policy development process has no procedure for failed negotiation.

FAUW wants to complete this work by:

- Going back to PDC for a limited time.
- Moving to Mediation and Arbitration (M&A) if PDC cannot get full agreement.

Admin appears ready to agree to this.
PROPOSED PATH FORWARD

- Admin and FAUW to exchange policy drafts at Faculty Relations Committee (FRC).
  - To lock in progress made in 2021.

- A Policy Drafting Committee (PDC) will be convened
  - FAUW side will be majority Lecturers.

- PDC will work for a very limited time (around 1 month) on outstanding issues.

- Then – report back to members and proceed to mediation.
MEDIATION

› An external mediator/arbitrator will be chosen in advance.
  ‣ Agreed list; random selection.
  ‣ In practice, availability may be a big constraint.
› Mediator works with both sides of PDC.
› Very limited mediation period (~ 2 days).
› Then – report back to members and proceed to arbitration.
ARBITRATION

- Both sides submit their case on outstanding issues for the mediator to consider.
- Mediator makes a final judgment.
- The UW President would be **required** to recommend acceptance of the arbitrated agreement at Senate and Board of Governors
  - Any outstanding asks can be re-negotiated in the future through normal processes.
WHY WE WOULD LIKE YOUR "YES" VOTE

- Lecturers will be polled next week
- "Yes" vote implies support for this path forward
  - We have a strong case; a mediator will see that.
  - We will get much of what we are asking for (but not all) in a short time frame.
  - Getting admin to agree to M&A is a win for us.
- "No" vote implies an end to negotiations
  - The status quo applies (Policy 1).
  - The university administration would be happy.
  - No end in sight to the second-class status and exploitation of Lecturers.